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The Duty of Fair Representation

CAUT ACPPU
BULLETIN

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CAUT Strikes Gold
Une offre en or

Vol. 42, No. 8—October 1995 octobre

Manitoba Votes for Strike Action

THE FACULTY ASSOCIATION at the University of Manitoba has voted 635 to 206 to take strike action. The association has been bargaining since January without success, and as a consequence, a strike ballot was authorized at a general membership meeting held on Sept. 14.

At the September meeting UMFA President Grant Woods commented that this was a move the association was taking very seriously. "Over the past nine months we have tried to reach a compromise with the administration. However, the administration has rebuffed all our efforts."

Woods stated that the vote was being requested to demonstrate to the administration that the faculty association was determined to reach an agreement which protected its members' basic rights and did not seriously limit their economic futures.

UMFA's Chief Negotiator, Professor Paul Philips wrote to the faculty pointing out that in the spring "...When we tried to prevent the layoff of the support staff...by lowering our salary proposals to provide the administration with the money they said was needed, in exchange for a speedy settlement on the basis of existing provisions, we were totally rebuffed. The administration bargaining team admitted to us that they realized we had made a generous offer but that the Board of Governors demanded more. They wanted their pound of flesh..."

University President Arnold Naimark wants to gut financial exigency and redundancy clauses.

It was clear, Phillips said, that the university was not interested in negotiating and wanted "...to write out of existence almost all faculty input into decision making within the University."

The nub of the confrontation is in the exigency and redundancy articles of the collective agreement. The administration had made demands in this area saying that the existing procedure was too cumbersome and allowed committees to abort it by simply not acting. UMFA met these objections in August with a proposal to streamline the procedures, ensure clear time lines for committees, and proposed that closures and reductions be approved by Senate in order to protect the university's academic integrity and academic freedom — a process which could be completed in less than eight months.

The administration waited a month to reply. It then rejected the proposals out of hand. It proposed an article to replace the existing ones on exigency and redundancy. This would allow the administration to lay anyone off without criteria or reasons, effectively reducing everyone to one year contracts at the pleasure of the management and eliminating any serious protection of academic freedom. The management would have the power, not just to close departments or programs, but to finger individuals and lay them off at will. Nor would there have to be any financial reasons or bona fides. The administration made its proposals on the Friday before Labour Day as a take it or leave it package and demanded a response the following Tuesday. UMFA's Chief Negotiatot reported that this offer came "with a veiled threat — accept this by Tuesday...or on Wednesday the Administration might reduce the salary offer."

The administration also demanded a significant cut in the base salaries. UMFA had already offered a two-year salary freeze and nine days without pay over two years with increases in floors which had been requested by the administration, and full increments. UMFA stated that the university's own figures showed that the financial problems of the university were temporary and need not, therefore, be met by cuts in base pay. UMFA also noted that full increments can be paid out of savings from retirements. The UMFA salary proposal was essentially the same as the recent agreement between the provincial government and the Manitoba Government Employees' Union.

On Sept. 5, UMFA's Board of Representatives, Executive, and the Collective Agreement, Salaries and Bargaining Committee rejected the Administration's proposal nem con. On Sept. 11, UMFA's Executive and Board of Representatives unanimously recommended that the members be asked to authorize a strike ballot.

UMFA was certified as the bargaining agent of the faculty in 1973 and reached a first agreement in 1974. ■

Université Mount Allison : la grève en vue?

RÉUNIE LE 12 SEPTEMBRE, l'association des professeurs de l'Université Mount Allison (MAFA) a rejeté deux offres définitives de l'administration. Des 98 membres de l'association, 85 ont assisté à la réunion. La première offre consistait en un contrat de trois ans et a été rejetée à 99 p. 100. Quant à la deuxième offre, qui portait sur un contrat d'un an, 95 p. 100 des membres présents s'y sont opposés.

Hanz vanderLeest, président de la MAFA, a rappelé aux membres réunis que l'association avait reçu son accréditation en 1982. Les deuxième et troisième contrats ont été négociés en 1986 et en 1988 sans grandes modifications. Tous les griefs déposés pendant cette période ont fait l'objet d'un règlement plutôt que d'un litige. Il a fait remarquer que les rapports entre la MAFA et l'administration se sont depuis détériorés.

La nouvelle attitude de l'administration a atteint son point culminant lorsqu'elle a tenté vainement de licencier des professeurs en 1992. Les professeurs ont peu après déclenché la grève suivis du personnel de soutien.

La nouvelle administration n'a pas tenu compte du passé ni du libellé et de l'esprit du contrat. À preuve, l'administration a tenté de reporter tous les congés sabbatiques accordés par le comité des congés sabbatiques. En effet, sept ont été reportés en 1993-1994 et, à l'origine, neuf sur dix l'année suivante.

La nomination des chefs de département, de nouveaux professeurs et bibliothécaires, de chargés de cours a été source de problèmes de même que l'allégation de parti ptis dans les promotions et l'octroi de la petmanence et des congés.

Pratiquement tous les litiges aboutissent en arbitrage et l'association pense que l'administration tente ainsi d'acculer le petit syndicat à la faillite. Sur le campus, on estime que les administrateurs peuvent dépenser à l'infini des deniers publics pour des arbitrages inutiles puisque cet argent ne vient pas de leur gousset.

Les professeurs souhaitent renforcer et éclaircir le langage pour cesser ces abus.

Des salaires non concurrentiels constituent l'autre pierre d'achoppement à l'Université Mount Allison. Pour la convention précédente, l'administration avait demandé une baisse de salaire, la retraite obligatoire, une restriction sérieuse des congés sabbatiques et

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Canadian Electronic Databases — A Sampler

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The Bulletin reported on the situation at Memorial in the September issue. On September 28th a general membership meeting overwhelmingly supported MUNFA's position, rejected the handbook, the way it was imposed, and the administration that imposed it. The administration is still attempting to substitute an administrative handbook for the collective agreement, and the Labour Relations Board has not heard the extensive unfair practice charge levelled by MUNFA. *See Memorial — The Saga Continues.*

CAUT Awards J.H. Stewart Reid Fellowship

■

World News Page 9

When a faculty association helps their local WUSC Committee to sponsor refugee students most people expect their story to end after one year. The refugees arrive on campus, receive financial and personal assistance for one year, then are expected to become self-supporting. But sometimes the story does not end that way. *See Students in the Third World Value Used Textbooks.*

Foreign scholars and students who receive grants from American organizations for study or research outside the United States will no longer be subject to income tax on those funds, according to regulations issued by the Internal Revenue Service. *See IRS Issues New Tax Regulations on Grants to Foreign Students.*

The British Trades Union Congress, prompted by the Association of University Teachers, has issued a call for a royal commission on higher education. *See Royal Commission in the UK.*

■

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Hate Speech: The History of an American Controversy

EN BREF

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Si l'on se fie à la teneur des articles du présent numéro, il semble que l'année sera pénible pour le corps universitaire en matière de négociation collective. Déjà, l'administration des universités Memorial, Mount Allison et Manitoba a fait preuve d'inflexibilité. Ces administrations ont fermement évité de négocier de manière constructive et se sont donné comme objectif de dépouiller les contrats conclus antérieurement avec les associations de professeurs de droits acquis. Est-ce, en cette fin de siècle, le nouveau visage de la négociation collective dans les universités? *Voir La négociation collective en cette fin de siècle est-elle synonyme de confrontation?*

■

Annonces classées Page 12

IN NOVEMBER

The Liberal Record, previously scheduled for the Octobet issue, will now appear in November. CAUT will document the government's record since 1993 in this special edition of the Bulletin.

LETTERS COURRIER

Let public know your job demands

I am writing to support Naeem Jan's and Alexander Betezin's main point (Letters/Courrier, CAUT *Bulletin*, June 1995) that we must make a habit of writing summaries of our scholarly research — in as simple and direct terms as our subjects will allow — for dissemination to "the public" if we want to be acknowledged and respected as scholar-researchers. I wish to make another suggestion to counter the stereotypical view the public has about the lazy professor who works only a few hours a week.

However, first a caveat. I have come to the sad conclusion that some of "the public's" misunderstanding is willful. For example, I have explained in some detail on a few occasions to my friends and acquaintances the research, writing, graduate supervision, class preparation and service activities I undertake in the May to August period. Yet, every year at least one of them will say to me in late April or early May some variant of: "Nothing to do from now 'til September, eh?"

I have had greater success with students who are, after all, our primary "public." In every fall or winter session, on one or two occasions I have to be absent from class to participate in a workshop or conference. After discussing arrangements for the conduct of the class in my absence, I mention the reason for my absences just prior to the first time I have to be away. In that context, I explain to students my other responsibilities in a typical week.

In order to give them a sense of the roles and responsibilities of a professor in addition to teaching, in recent years, I have also shown them the instructions that accompany the "Annual Report to the President" form used in this university, copies of some of my recent publications and program announcements that have listed me as a participant. With the questions and answers that inevitably follow, this activity takes about 30 minutes. It is time well-spent.

Have my efforts produced a greater appreciation about my workload among students? On the basis of questions and comments, I would guess that at least 10 per cent of those who held stereotypical views have been challenged to think seriously about their perceptions. Perhaps professors who are not already discussing with students their versions of "a day in the life of an academic" may wish to do so.

When an earlier version of this letter was published in the University of Calgary *Gazette* (Feb. 22, 1994), some colleagues informed me they would adopt the practice. But another colleague wrote: "While we all know many professors who are [fully productive], we also know *some* who amply represent the 'lazy professor'... Until the university cares to distinguish between those [who work hard] and those who manage the minimum publication rate, the hard-working professor must expect to be tarred with the same brush as the 'lazy professor' by the public."

If this is so, I despair for the future of our profession.

MATHEW ZACHARIAH
Faculty of Education, University of Calgary

Computers can't replace face-to-face teaching

I was most interested to read the article on CD-ROMs and creative software in the September *Bulletin*. I am in complete agreement with the view expressed in this article regarding the passive nature of computer-aided education.

CD-ROMs and all the rest are just fancy audio visual aids to teaching, with the emphasis on the word "aid." They can never replace good, interactive, face-to-face teaching by real human beings. The best form of advanced teaching is the small group seminar. Computers can never replace that.

I find it ironic that toward the end of the article, when you are describing software that you think to be worthwhile, suddenly the language becomes quite evocative: "a rich set of language tools promotes a fluency ...," etc.

Actually, I cannot see anything different about this kind of software approach. The student is still passively responding to something preordained by a computer. Computers cannot do anything else.

ANDREW D. MIALL
Department of Geology, University of Toronto

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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CAUT ACPPU BULLETIN

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Translation/Traductions: Louis. Caron
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Published by the Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2 613/820-2270

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index. ISSN 0007-7887.

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 613/820-2270

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887.

The Selection of Arbitration Board Nominees

What is the Test for Apprehension of Bias?

BY MARIETTE BLANCHETTE

We often receive requests in the CAUT office for information regarding nominees for arbitration boards. What should be the criteria for either choosing an association representative or agreeing on a university representative? The answer is not as easy as one might think.

First you have to know that this question goes directly to the jurisdiction of the board. If a nominee has a genuine bias, a conflict of interest or even an appearance of bias (as defined by law) the board will lose its jurisdiction. The objection in this type of case has to be raised as soon as one becomes aware of the problem. In most cases this would occur at the time of the nomination.

If the impugned member refused to step down, the issue might be argued at the outset of the hearing. However, if the board refused to find bias, its finding could be challenged in an appellate forum or on judicial review. In cases of genuine bias or personal conflict of interest there will usually be evidence introduced to prove the claim.

Our purpose here is to briefly describe the status of the law in Canada with respect to apprehension of bias for board members sitting on cases dealing with faculty members, grievances. Will factors such as academic freedom, collegiality, or peer evaluation be taken into consideration when judging the apprehension of bias?

The first step is to see if there exists a statutory test provided for in the act constituting the board. Some provinces, like New Brunswick for example, have such provisions in their Labour Relations Act or equivalent statute. The second step is to look into conditions to be met under the Common Law test.

The latter is a bit more complicated because two schools of thought have developed in recent years. Some argue the judicial test (the one applied to judges) is the proper one for administrative tribunals as well. Others would prefer, and I concur with this position, the Labour Relations model as clearly put forward by Chairperson A. Wayne Mackay in *FAUST vs St. Thomas University* in a decision of April 1991:

"The common law will disqualify a person from serving on an administrative tribunal if a reasonably well informed person would form a reasonable apprehension that the individual in question would give a biased appraisal or judgement on the matter in issue.... This is not to say that a judicial standard of impartiality is required in the administrative setting, particularly for labour arbitration boards where each of the parties may nominate a member to the board. In those cases, it can be expected that the nominees of the opposing parties will have some sympathy for the position of the party which put their name forward." That is the general principle.

The sub-question now becomes: Is there a direct link between the party and its nominee? The arbitral jurisprudence in university cases is of the view that being directly linked to one of the parties in the dispute is likely to produce a reasonable apprehension of bias (St. Thomas 1991). Again, in that case it was decided that being associated with CAUT was not considered a direct link but being a member of the board of governors constituted such direct link for the employer's nominee.

In a more recent case, *LUFA vs Laurentian University*, March 1995, the tribunal found it was inappropriate for a faculty member of a local association to sit on a board of arbitration judging an issue raised by another member of the same local association for the simple reason that by virtue of being bound by the same collective agreement it is at least possible that an interpretation of a provision could have a direct or indirect affect on his or her terms and conditions of employment. The board stated that the issue of the university milieu and academic freedom have no application on such matters because of the quasi-judicial nature of the tribunal. ■

It would seem likely that the same logic would apply to members of the administration.

(Mariette Blanchette is a legal officer at CAUT.)

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TAX FACTS

Tax Implications For Lease Holders

BY STEVEN DYCK

With commercial property markets sagging all across Canada many commercial landlords are now trying to attract tenants with leasehold inducements — promises of reduced rent for the first few years of a long-term lease. These lease contracts can then be used by landlords as collateral for bank loans, and give tenants a rent holiday, especially useful for new businesses with high start-up costs. Given the increasing popularity of such arrangements it is important to understand in advance the tax consequences.

If, for example, a landlord offers a 20-year lease for $15,000 with no payment in years one to five, the accounting statements will show an annual rental of $750 ($15,000/20), but the tax statement will be adjusted to show nil expense in years one to five, and $1,000 per annum in years six to 20. If the landlord instead offers $5,000 up-front in cash that payment is included as income to the tenant in the year. However, if the tenant has expended money for leasehold improvements the tenant can deduct the inducement payment from the leasehold improvements — which reduces this year's income but of course also reduces future years' depreciation.

The landlord's position depends on whether the landlord is leasing space in the ordinary course of the landlord's business or not. If no, there is no deduction available. If yes, a deduction is available — generally, the inducement payment is deductible in equal amounts over the life of the lease.

As more tenants and landlords enter into such arrangements it is increasingly important that the tax consequences be well understood by both parties. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

BARGAINING IN BRIEF

Queen's University Certification Drive

The Queen's University Faculty Association applied for certification in the third week of August. The first of possibly two meetings was held between representatives of the Labour Relations Board and the administration on the subject of the bargaining unit. There are no large disagreements about the boundaries of the bargaining unit. The application includes chairs of departments and two of the three categories of part-time faculty. They are being represented in the discussions with the Labour Relations Board by Howard Goldblatt and Cathy Lace of Sack, Goldblatt and Mitchell. A pre-certification vote was held the week of September 25. The results will be known at the end of October.

The Duty of Fair Representation

Faculty associations have the responsibility to represent and support members involved in disputes.

BY ROGER GANNON

ONE OF THE MOST COMMON complaints to be placed before the CAUT Academic Freedom & Tenure Committee comes from members who feel that they are not getting the support they deserve from their local faculty association in a grievance against, or a dispute with, the administration of their university. Some of the complaints are groundless, but some prove to have merit, revealing a problem where one or more of the following situations have arisen:

1. Associations are split on how best to approach the case, with the result that nothing is done and the member is left on his/her own.

2. Associations are unanimous in not really wishing to handle the person's case, but fail to tell the person, in some cases hoping, it would appear, that the case would just go away.

In the unionized context, the faculty association has a duty to fairly represent its members in contract administration including grievances and arbitration. This duty is normally required by provincial labour legislation. In any event the duty of fair representation has been implied by the Supreme Court even where there is no statutory language spelling it out. The law does not, however, mean that the union must take every case to arbitration if so requested by the grievor. It does, however, mean that the union must have a rational and fair decision-making process to decide such issues.

Unions should be guided by the 1984 decision of the Supreme Court of Canada which stated that a union had to fairly balance the interests of the grievor and the interests of the union membership as a whole, and must not act in a manner that is arbitrary, discriminatory or in bad faith (see box for the complete set of rules).

Aggrieved members can normally appeal to the provincial labour relations board for redress. These boards are particularly interested in cases involving the termination of a contract since this is obviously the most serious penalty that can be faced by an individual.

One judgement set out the following questions to be asked by a bargaining agent preparing to settle a case against the wishes of the grievor:

- *How critical is the subject matter of the grievance to the interest of the employee concerned?*
- *How much validity does this claim appear to have, either under the language of the agreement or the available evidence of what has occurred?*
- *What has been the previous practice respecting this type of case and what expectations does the employee reasonably have from the treatment of earlier grievances?*
- *What contrary interests of other employees or of the bargaining unit as a whole have led the union to take a position against the grievor and how much weight should be attached to them?*

In this context, therefore, unions are not obliged to arbitrate a case where they have secured reasonable legal advice, which they have fairly considered, that there is no hope of winning or where the costs would be disproportionate to what would be gained by the individual or where the case is trivial or vexatious or if the winning of the grievance would seriously and demonstrably harm most of the other members of the union.

Non-unionized faculty associations vary as to the type and degree of support they offer their members, but most follow the principles and practices, albeit to varying degrees, to be found in unionized universities.

3. Associations are keen to pursue the case, but fail to prosecute it in an appropriate fashion, leaving the complainant angry with both the administration and the association.

4. Associations take on a case, but then for "administrative" reasons, such as a change in association staff and/or association leadership, fail to pursue the complaint in a timely fashion, or at all.

Here the solution is obvious: associations should have in place a detailed process for handling complaints approved at a meeting of the faculty association. Such a process should be based on clearly established, written rules of procedure, including provision for input/enquiries by the complainant, deadlines for communicating with complainants at crucial points in the complaint process, and provision for an internal appeal process.

Larger associations usually have a grievance chair assisted by a grievance committee. Smaller associations may have only a grievance chair. In any event, the association should ensure that careful minutes are kept of all meetings and conversations that occur in this process.

The association should also consider using a specific form for grievors which would require grievors to set out grievances in writing, the articles violated in the collective agreement and the redress desired. A number of complaints would disappear if complainants knew what the process was in their association; in this respect, it is my experience that, notwithstanding any references in other documents including contracts, handing a complainant a summary of the association's complaint process is an excellent way to begin the handling of a complaint and cut down on future misunderstandings.

5. Associations change their minds in *medias res* as to the validity of the complaint and either refuse to continue their support of the member, or pursue it halfheartedly.

This is most unfortunate insofar as it usually leads to great anxiety for the complainant and sometimes to legal problems for the association. Associations should change their minds only if new information clearly demonstrates that the complaint is frivolous or cannot be undertaken under the present "rules" of the university. Otherwise, associations should pursue the interests of the member with the utmost vigour, even if for some it means "holding their nose." Unionized associations must act fairly, particularly in regard to those who are disliked by the union executive or by the majority of the members. They cannot be actuated by bad faith in the sense of personal hostility, political revenge, or dishonesty or by sexual or racial discrimination. Nor can they go through the motions of apparently supporting a grievance while doing nothing serious about it. Experience suggests that in the end processing the grievance is the least destructive route to take for all concerned.

6. The complainant is a "difficult" character and so annoys the members in the association responsible for the case that they lose interest or turn against the grievor.

Universities are full of "difficult" characters, or so it appears, and this is no reason for failing to process a complaint in a timely and appropriate fashion. At the human level, I must admit that some people seem to be their own worst enemies; during four years as a grievance officer, I had moments when my thoughts became unprintable and I risked causing a complainant grievous bodily harm. Nevertheless, grievance officers, stewards or other noble people handling grievances have no choice but to soldier on, regardless.

7. Associations feel they have no role to play or that their role is impossible, because the complainant wants to grieve against a fellow member of the bargaining unit or association.

In the case of unionized associations, a grievance is always filed against the administration which is the other party to the collective agreement.

For non-unionized associations, this situation can quickly become extremely embarrassing. Damage control can, however, reduce if not eliminate the problem: since under no circumstances should associations take the part of one member against another — for obvious reasons, associations have to find a way of seeing the dispute as one where the administration is in some way culpable, thereby freeing themselves from getting in the middle of two warring faculty members. Fortunately this is not normally difficult. One clause for example in many agreements or handbooks refers to the responsibility of the administration of the university to provide "a harmonious atmosphere for faculty to carry out their responsibilities" or words to that effect. This is most useful when two faculty members enter into a dispute over matters pertaining to their work or their role as members of the community.

However, if for example there is a sexual or racial harassment case which is going to arbitration and where the association has a legal obligation to defend the accused and is doing so, the association may wish to provide money so that the accusor can get independent legal advice about the nature of the charges and about the merits of his/her case.

The provision of that advice may provide the basis for a settlement if the accusor so wishes, and thus it would be in the interest of the association to provide such funding to avoid unnecessary hearing expenses. However, under no circumstances, should the association's counsel attempt to advise both the accused and the accusor in such a case.

CAUT remains convinced, moreover, that a union should not be encouraging legal free-for-alls between the members but rather should be attempting to ensure, through the negotiation of proper procedures, that the administration takes its role seriously in such cases.

8. A dispute arises as to who should pay for the legal representation of a member involved in a grievance or complaint.

Some associations may have clear guidelines as to their duties and responsibilities in this regard; many but not all associations are required by law and/or their own constitution to provide a grievor with the services of a lawyer if a case goes in front of an arbitration panel (or some other quasi-judicial body) at no cost to the grievor. Some of these make use of the arbitration service provided by CAUT and outlined in its booklet entitled *CAUT Arbitration Service*, a service which provides to associations lawyers knowledgeable in most, if not all, aspects of academic life that might be relevant to a grievance. CAUT last year put up $345,000 for this service.

A problem occasionally arises, however, when a grievor employs the services of a private lawyer either before or after launching a grievance through a local faculty association and seeks financial assistance from the association. Some associations have clear, written policies in this area. Others do not and from time to time CAUT is asked to pick up the tab or part of it. Such requests cause CAUT's AF&T Committee considerable problems. Whatever the AF&T Committee may feel about such financial assistance, the bottom line is that there is simply no CAUT money available other than through the CAUT arbitration service noted above.

Accordingly, it seems to the AF&T Committee that it would be a wise precaution both from the point of view of informing members of their rights and the limits to those rights if local associations without a written policy on financial assistance introduced one and made it known to all its members.

Some of the above may prove helpful to local associations. I hope so, since the workload of the AF&T Committee is becoming increasingly onerous as conditions at our universities and colleges deteriorate. CAUT and the local associations need to work together to ensure the most efficient, effective and least costly processing of the grievances of members consistent with due process and natural justice. ■

(Roger Gannon is Chair of CAUT's Academic Freedom and Tenure Committee.)

From the Supreme Court of Canada

The following principles, concerning a union's duty of fair representation in respect of a grievance, emerge from the case law discussed...and academic opinion consulted.

a. The exclusive power conferred on a union to act as a spokesperson for the employees in a bargaining unit entails a corresponding obligation on the union to represent fairly all employees comprised in the unit.

b. When, as is generally the case, the right to take a grievance to arbitration is reserved to the union, the employee does not have an absolute right to arbitration and the union enjoys considerable discretion.

c. This discretion must be exercised in good faith, objectively and honestly, after a thorough study of the grievance and the case, taking into account the significance of the grievance and of its consequences for the employee on the one hand and the legitimate interests of the union on the other.

d. The union's decision must not be arbitrary, capricious, discriminatory or wrongful.

e. The representation by the union must be fair, genuine, and not merely apparent, undertaken with integrity and competence, without serious or major negligence, and without hostility towards the employee.

Université Mount Allison : la grève en vue?

Archives de l'ACPPU

La grève des professeurs de Mount Allison en 1992.

SUITE DE LA PAGE 1

la réduction ou l'abolition des avantages sociaux. Le syndicat a finalement accepté un gel des salaires pendant un an, qui faisait suite à un gel antérieur, accompagné d'une indemnité de vie chère pour la deuxième et la troisième années, correspondant à deux pour cent sur deux ans. Pour l'université, cette entente de trois ans a représenté au total une hausse de coûts de moins de 74 000 $. Pendant la même période, l'université a affiché un surplus de fonctionnement d'un million de dollars pour les deux premières années et d'au moins 500 000 $ pour la dernière année. Il n'existait donc aucune difficulté financière et l'université pouvait se permettre de majorer les salaires de son personnel par rapport aux autres universités de petite taille.

Pour l'administration, c'était à prendre ou à laisser. Il n'y a eu aucune négociation. À l'étape de la négociation, la situation n'a pas changé, ce qui a mis fin au processus. La MAFA était alors en position de déclencher la grève. L'administration lui a offert un contrat inchangé de trois ans assorti d'un gel des salaires sans l'ajout à la base d'une prime de un pour cent à la signature de la convention. Deux autres revendications importantes ont également été déposées, soit que le nom de tous les arbitres soit rayé de la liste actuelle et soit que l'évaluation des étudiants soit versée dans les dossiers sans que leur nom ne soit mentionné. L'autre offre portait sur un gel d'un an et sur le retrait de l'entente sur la limite du nombre de chargés de cours. L'université pourrait ainsi nommer les chargés de cours à volonté.

La MAFA a déposé de nouvelles offres après avoir rejeté l'offre de l'administration. Lors d'une assemblée exttaordinaire de l'association tenue le 27 septembre, les membres ont donné un appui fort à l'équipe de négociation. L'assemblée s'est tetminée par une motion donnant à l'exécutif le mandat de préparer un vote de grève. ■

Is Mount Allison University at the Brink?

On Sept. 12 a meeting of the Mount Allison Faculty Association rejected two final offers by the administration. 85 of the 98 members were present. The first offer was for a three year contract and was opposed by a margin of 99 per cent. The second offer was for a one year contract and was opposed by 95 per cent.

The President of MAFA, Professor Hans vanderLeest, teminded the meeting that MAFA had certified in 1982. Second and third contracts had been negotiated in 1986 and 1988 with few changes. All the grievances in this period had been settled rather than litigated. He noted that since then relations between MAFA and the administration had steadily deteriorated under Preident Newbould.

This new administrative approach culminated in the aborted administrative attempt to lay off faculty in 1992 and the subsequent faculty strike shortly thereafter as well as a support staff strike.

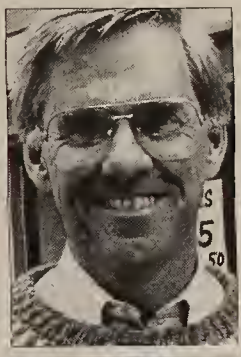
The new administration has ignored both past history as well as the wording and intent of the contract. For example the administration has tried to defer virtually all applicants granted leave by the Sabbatical Leaves Committee. Seven were postponed in 1993-94 and initially 9 out of 10 the following year.

Problems also arose over the appointment of departmental heads, new faculty members and librarians, sessional lecturers, and the process of alleging bias when dealing with promotion, tenure and leaves.

Virtually all disputes are pushed to arbitration in order, so the Faculty Association thinks, to try to bankrupt a small union. Administrators, so it is felt on campus, can spend unlimited amounts of public money on unnecessary arbitrations since it does not come out of their pockets.

The faculty wished to tighten and clatify the language so that these abuses could not continue.

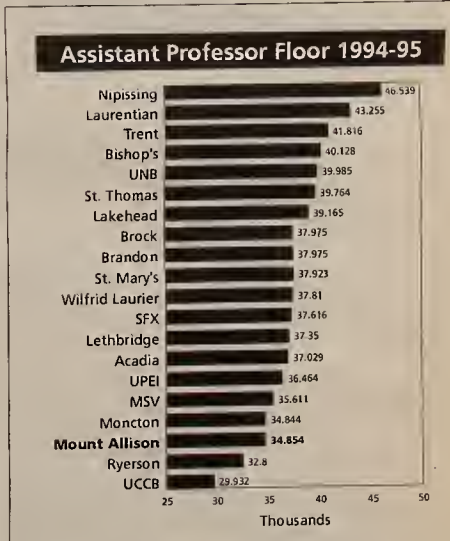
Uncompetitive salaries are the other issue at Mount Allison (See table). In the previous contract the administration had demanded a salary cut, mandatory retirement, a severe limit on sabbaticals, and reductions or removals of benefits. In the end the union agreed to a salary freeze for one year (following a previous salary freeze) with a COLA in the second and third years. This proved to be two per cent over two years. The total cost increase to the university over three years has been less than $74,000. In the same period the University ran operating surpluses of one million in the first two years and at least $500,000 in the last year. There was, therefore, no financial squeeze and the university could afford to improve Mount Allison's salary standing among smaller universities.



Ian Newbould & Hans vanderLeest

The administration adopted a take it or leave it stance. No serious negotiations took place. Nothing changed at conciliation, and the process came to an end, putting MAFA in a strike position. The administration offered an unchanged three year contract with a wage freeze except that there would be a one per cent signing bonus which would not be added to base. Thete were two other significant demands: that the names of all the existing arbitrators be struck and that student evaluations be placed in files without indicating who had completed them. The other offer was for a one year freeze with the removal of the understanding on the limit on the number of sessional lecturers. This would allow the university to appoint sessional lecturers at will.

Following the rejection of the administration offer, MAFA tabled new proposals. At a special meeting of the Mount Allison Faculty Association on Sept. 27, there was a strong endorsement of the negotiating team. The meeting culminated with a motion directing the MAFA executive to prepare for a strike vote. ■



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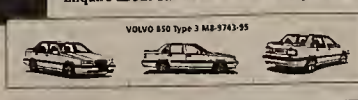

National Science and Technology Week
October 13 - 22

Canadian Electronic Databases — A Sampler

WHAT FOLLOWS IS A SHORT SAMPLER of the many Canadian government and non-government data, text, and multimedia information available electronically. Some are available on CD-ROM, others may be accessed via the Internet.

The Canadian Register

The Canadian Register of Research and Researchers lisrs the social science research projects, publications, and working papers of over 4000 social scientists in universities, research organizarions, industry and government, starting from 1981. The entries are currently classified based on forty-two disciplines and fifty-four research methodologies. The Register is overseen by an Advisory Board of Canadian social scientists. The database and the search software are bilingual, and are available on PC compatible CD-ROM for $199 ($CAN) from the Univetsity of Western Ontario. Cusrom searches can also be ordered. The latest edition was released in June 1994. For further information contact: Social Science Computing Laboratory, University of Western Ontario, London ON N5A 5C2. Tel: (519) 661-2152.

Canadisk: The Canadian MultiMedia CD-ROM

Recommended for use with colour or gray scale monitors on PC or Macintosh, Canadisk is a resource for secondary and post-secondary studies in Canadian history and culture. Updated to 1993, it contains census and environmental data, as well as the poll-by-poll vote results from the last two federal elections. There are over 2500 photos. Canadisk provides hands-on practice in database research, note taking, and desktop publishing. The bilingual version costs $295 ($CAN) and can be networked with an additional site licence of $200. Contact: Britannica Learning Materials, P.O. Box 2249, Btitannica Place, Cambridge ON N3C 3N4. Tel: (800) 465-9439, (519) 658-4621.

Canada's Visual History CD-ROM

The Canada Department of Canadian Heritage has recently issued a full-text and image compilation of 2400 paintings, maps and charrs from a number of Canadian museums, libraries and archives. Eighty themes from Canadian pre-history to the present are reviewed, and suggestions for further reading included. The price is $128 ($CAN). Contact: Canada Department of Canadian Heritage, Canadian Heritage Information Network (CHIN), Journal Tower South, 14th Floor, 365 Lauriet Avenue West, Ottawa ON K1A 0C8. Tel: (613) 992-3333.

Code Civil du Québec Annoté/ Interactive Civil Code of Quebec

According to the *Gale Directory of Databases*, this rextbase contains the complete text of the Civil Code of Quebec, the Civil Code of Lower Canada, the Civil Code of Quebec (1980): Book II and Book IV, the Code of Civil Procedure, the Act respecting the implementation of rhe Reform of the Civil Code, and regulations enacted in accordance with the Civil Code of Quebec. It also includes jurisprudence summaries and analyses of each article of the Civil Code of Quebec, prepared by the law firm, Lavery, de Billy. It is available in French and English for PC, and costs $1250 ($CAN) for the first year with three quarterly updates (renewal $495/year). Contact: Société québécoise d'information juridique, Customer Service Centre, 10 St. Jacques Street, Suite 101, Montréal PQ H2Y 1L3. Tel: (800) 363-6718, (514) 842-8745.

Canadian Constitutional Issues

Compatible with IBM or Macintosh, this new rextbase comprises articles, editorials and letters written between 1985 and 1992 only, on Canadian constitutional issues: confederation, Meech Lake, the Constitution, rhe Charter of Rights, sovereignty association, distinct society, elected senate, and aboriginal rights. Available in English and French from: CEDROM-SNI Inc. 825, avenue Querbes, bureau 200, Montréal PQ H2V 3X1. Tel: (514) 278-6060.

Canadian Patent Index

This bibliographic index includes approximately 200,000 citations to Canadian patents, for the period 1978-1990, with a search capability by patent, application number, classification and keyword. A prototype CD-ROM version for IBM PC/2 or compatible is available for $150 ($CAN), but the database can also be accessed online. Contact: University of British Columbia Library, 1956 Main Hall, Vancouver BC. V6T 1Z1. Tel: (604) 822-5404.

Canadian Scientific Numeric Database Service

Through its Canadian Scientific Numeric Database Service (CAN/SND), the National Research Council of Canada maintains a number of database systems and data files that can be accessed on-line, via magnetic tape or transferred electronically as a flat file. CAN/SND provides online access internationally to a crystallogtaphic database system (CRYST...) and to a molecular biology database system (MBDS). CRYST.. contains crystallographic data for proteins, metallic, inorganic and organic compounds. MBDS contains structural and sequence data for protein and nucleic acids. Registered users can exploit sixteen darabases, including EMBL, GenBank, the Cambridge Structural Database, the NRCC Metals Crystallographic Data File, the NIST Crystal Data Database, the FIZ Inorganic Crystal Structure Database and the Brookhaven National Laboratory Protein Data Bank. For details about the NRC CAN/SND system, contact: S.R. Gough (email: cansnd@cansnd.cisti.nvc.ca), Canada Institute for Scientific and Technical Information (CISTI), NRC Metals Crystallographic Data Centre, Montreal Rd.m-js, Ottawa ON K1A 0S2. Tel: (613) 993-3294.

Further Information

In addition to contacting the database providers themselves, information about the electronic databases included here was obtained from two major sources: *CD-ROMs in Print 1995*, An International Guide to CD-ROM, CD-I, 3DO, MMCD, CD32, Multimedia, and Electronic Book Products, published by Mecklermedia, Westport, USA; and the *Gale Directory of Databases*, Volume 2: CD-ROM, Diskette, Magnetic Tape, Handheld and Batch Access Database Products, published by Gale Research Inc., New York, July 1995.

Contact the university library for other data sources, or ... explore the Internet.... ■

Suggestions, comments or contributions thar deal with media developments (computers, video, etc.) that will have an impact on academic staff and their work (max 750 words) are most welcome but we cannot guarantee publication. CAUT Director of Member Services Rosalind Riseborough is the page editor; telephone: (613) 820-2270; facsimile: (613) 820-7244; email: rise@caut.ca.

Rosalind Riseborough, directrice des services aux membres de l'ACPPU, est la rédactrice de la chronique. Téléphone : (613) 820-2270; télécopieur : (613) 820-7244; courrier électronique : rise@ caut.ca.

Of WEBs, MUDs and MOOs

BY RICHARD HODGSON

WHILE COMPUTERS HAVE HERALDED in a technological revolution, providing us with tools to perform tasks we never dreamed were possible, there is still considerable debate as to their effectiveness in enhancing the pedagogical process. There now appears to many a much bigger revolution on our doorstep — one which will have a major impact on the way in which we live, and more importantly on the way we learn and teach. This revolution actually began last year, 1994, when the Internet, and most of all the World Wide Web, began its period of phenomenal growth as it changed from an academic and 'research network, to a more business- and public-oriented network.

The World Wide Web (WWW), also known simply as the Web, provides us with an extremely powerful tool for communicating information on a global scale. Able to rapidly transmit text, images, sound, and even movies, it provides educators with a mechanism to communicate information on a scale and in a manner not even dreamed of by most people ten years ago. As the Web grows and matures it will dramatically change our schools, universities, and colleges. Frank Feather, in his book *Canada's Best Career's Guide*, states that in the next few years "...computer progtams will do most of the teaching while educators facilitate learning." He also makes the profound statement that "...factory-style schools and colleges will become obsolete during the next decade...."

The Web is already being used to supplement and enrich courses at all levels. At its simplest level, professors are putting their class notes, graphics, assignments, etc. on the Web for students to access at their leisute. Check out the "World Lecture Hall" (http://wwwhost.cc.utexas.edu/world/instruction/index.html) where links to web pages have been listed by subject. In conjunction with email, this mechanism allows students to keep up to date with new material, and keep in touch with the professor.

Some universities have gone the next step and placed full course materials for a select set of courses on the Web. Students are required to pay a fee to register for the course, afrer which they are issued a password to access the material. The CyberEd project at the University of Massachusetts is initially offering six courses in this manner (http://www.umassd.edu/cybered/distlearning-home.html). In addition to the basic text and graphics that the Web can provide, students can also contact the professor in charge and other students in the course by email, and can also use ftp (file transfer protocol) to download special files for their own use. In addition, the Internet has the facility to allow for "chat" sessions, where at certain times students can be online together and hold discussions.

A recent development on the Internet which assists the interaction of users is the development of multi-user domains (MUDs) and MUD Object Oriented domains (MOOs). The MOO is a complete virtual society where individuals socialize and interact as well as build and collaborate using a very simple yet powerful object oriented programming language. This type of facility can be a very commanding tool in the hands of an educator. More information about MOOs can be found at http://www4.ncsu.edu/unity/users/a/asdarnick/www/moo.html.

This type of development has spawned the creation of entities called virtual universities. These virtual univetsities have no campuses, and exist only on the Internet. By paying a fee, students from around the world can regisrer to take courses from these universities. The faculty members, who act as tutors and mentors with the students, can also be dispersed globally. Instructors can not only set up their own material on the Web for students to access, but they can also direct their students to the wealth of resource material which is already on the Web and in the public domain. Check out the Athema University home page at http://www.iac.net/~billp/VOU-Home.html, an example of a virtual online university.

The Web is also providing a mechanism for correspondence schools and open universities such as the Open University in the U.K., (Http://www.open.ac.uk/) and "Canada's Open University," Athabasca University in Albetta, (http://www.athabascau.ca/) to expand their offerings to a worldwide clientele in a very cost-efficient manner.

The potential of the Intetnet and the Web in academic instruction is enormous. Traditional academic institutions are going to have to quickly adapt in order to compete for students in what is likely to be a very competitive market. With telephone and cable companies competing to provide high-speed access to the Intetnet in homes, this type of service will soon be readily available ar low cost. ■

(Dr. Richard Hodgson is a Professor of Physics at the University of Ottawa.)

University Funds CAUBO's War on Faculty

MOST FACULTY HAVE NEVer heard of CAUBO, the Canadian Association of University Business Officers. Those who have probably assume that its main concerns are trying to get the best and cheapest insurance coverage for universities and assisting in reducing energy costs along with other useful business activities.

Since 1992, however, CAUBO — which is funded by the university community as a whole — has taken a militant political stand. In particular, it appears to have declared war on the faculty and sees itself as the guardian of the universities.

The tone was set by the ubiquitous John Cowan in an article in the first issue of *University Manager*, the official magazine of CAUBO. Dr. Cowan rapidly comes to the conclusion that not much can be achieved in savings in administrative costs and future cuts must come from the faculty.

Then follows a vision of the university with fewer faculty who will act as managers over larger numbers of teaching assistants and sessionals. This will also be facilitated by "some automated delivery of pedagogy."

"I don't doubt" he says to the business managers, "that we'll get a little bruised but we'll also have some fun." Furthermore, "...we will win these battles." And in conclusion: "If you need to reassure your faculty, tell them you don't plan to butcher the sacred cows, but merely to lead them into leaner pastures."

In the same issue, CAUBO President Wayne Thistle of Memorial University, positioned the organization to be responsible for collective bargaining by the employers at the national level, presumably pushing the president's own organization (the Association of Universities and Colleges of Canada) out of the business. Thistle said in an interview with *University Manager* that he favoured binding arbitration as the solution to university disputes. However, he said, CAUBO would have to focus on strategic planning and cost-cutting.

At the annual meeting of CAUBO that year the organization featured Stuart Smith who, among other matters, attacked tenure and suggested community colleges rather than universities should teach undergraduate courses.

Various business officers then attacked faculty, saying that "faculty reluctance to be accountable for work is nothing less than self-interest, a last ditch defense of tenure." They also made it clear that they resented not being involved in academic planning. That position was reiterated by the editor in the following issue.

The attack on tenure has been a recurring feature of CAUBO's magazine. The winter 1995 issue featured a lengthy attack on the tenure system. The tone can be seen from the second paragraph:

"Angry taxpayers are demanding to know why professors should enjoy virtual lifetime security. Frustrated administrators are unable to reallocate scarce resources. And many people are asking whether tenure is an outmoded system that all too often serves to protect the mediocre and the incompetent."

The author then suggests academic freedom is protected by human rights and employment standards legislation. She was apparently oblivious of the fact that the Supreme Court has held that universities are not covered by the Charter of Rights and has said that tenure is the appropriate instrument for the defence of academic freedom.

It is even harder to see the connection between employment standards legislation and academic freedom. She inferred that the Richardson case at the University of Toronto indicated the failure of the tenure system while it, in fact, showed that the university could fire a tenured professor if it had a case and was willing to put it to an independent third party tribunal. The editor suggests that few universities have provisions for financial exigency although practically all faculty collective agreements have had them for years. She seemed unaware that Alberta was unusual in this regard. Then she celebrated Margaret Thatcher's attack on tenure in the United Kingdom.

As a contrast the *Times Higher Education Supplement* recently reported that a meeting of British personnel "chiefs" in higher education took the view that an effective union was essential for the proper functioning of universities and colleges.

"At the heart of the matter are the need for consultation and feedback on policy plans, cooperation and advice on the impact of European laws; building an appropriate promotion and reward system for staff at all levels; and the costs of recruiting and replacing those have left..."

The incoming chair, William Sutherland, said that while personnel managers had a clear management role, "...he and many of his peers acknowledge that without cooperation it is all too easy to lose control. More decisions begin to be imposed from above, often resulting in even greater tension and resentment among staff."

Another personnel manager noted that the reason for preferring strong unions rather than weak ones was because "If you have no way of tapping into people's views then they will start to subvert and disrupt what you are trying to do. We can come up with far better policies if we have the help and cooperation of staff."

The June 1995 CAUBO conference on Universities as Learning Organizations gave some clues to what is happening here. As the president of CAUT, who was present, remarked, "When the vice-president of one university and the president of the Board of another get up to ask business officers to provide them with models for academic management, and when employer representatives push to get faculty tenure into the discussion, it is clear who is in the driver's seat."

If it were an independent organization, CAUBO would clearly have a right to express its political views. To be independent, however, the CAUBO delegates should fund their organization out of their own private pockets, as do the members of CAUT. CAUBO members do not. It is the university community as a whole which pays to keep the association afloat.

CAUBO is a good community investment, if its objective is to ensure universities are positioned to take the best advantage of purchasing opportunities or other such useful business issues. If, however, it is going to turn into a mouth piece for the extremists within AUCC, then we should all be asking our presidents why we should be paying for it.

Since it is supported by the university's money we should make sure that our particular CAUBO representatives speak for our particular university community when they attend its conferences. ■

Article 2.16 of the CAUT Policy Statement on University Governance states "The Senate should approve corporate membership by the university in outside bodies such as AUCC and regional organizations of administrators. It should require timely reports from the President concerning the major resolutions adopted by such bodies and whether or not the President or his/her delegate supported the resolution. There should be an annual report by the President to the Senate about the work of these bodies, the role of the university in them, and the costs involved."

DEPUIS 1992, L'ASSOCIATION CANADIENNE DU PERsonnel administratif universitaire (ACPAU) semble avoir déclaré la guerre au corps professoral et se porter à la défense des universités. Des exemples récents laissent en effet croire que l'association s'écarte de ses objectifs premiers en voulant jouer un rôle plus politique.

Un article de John Cowan dans le premier numéro de *University Manager*, la revue officielle de l'ACPAU, a donné le ton à cette tendance. Selon lui, les professeurs doivent faire les frais des futures compressions budgétaires.

Dans le même numéro, Wayne Thistle, de l'Université Memorial, et recteur de l'ACPAU, soutient que l'ACPAU devrait s'occuper de négociation collective. Il précise toutefois que l'ACPAU devra s'attacher à la planification stratégique et à la réduction des coûts, privilégiant l'arbitrage exécutoire comme solution de règlement des litiges dans les universités.

L'ACPAU s'en prend également à la permanence. Dans un article notamment du numéro d'hiver 1995 de *University Manager*, l'auteure mène une charge contre la permanence et s'interroge sur sa pertinence alors que des administrateurs frustrés doivent jongler avec des tessources limitées. Elle laisse ensuite entendre que la liberté universitaire jouit de la protection des droits de la personne et de lois sur les normes d'emploi. Elle oublie que la Cour suprême a statué que la Charte des droits ne s'appliquait pas aux universités et que la permanence était l'instrument approprié pour défendre la liberté universitaire.

Quel contraste avec la position de dirigeants de personnel en Grande-Bretagne qui soutiennent, dans un récent numéro du *Times Higher Education Supplement*, qu'un syndicat efficace et fort est essentiel au bon fonctionnement des universités et des collèges.

L'ACPPU estime que le rôle des représentants de l'ACPAU, laquelle est subventionnée avec les deniers des universités, est d'être les porte-parole du milieu universitaire et non d'exprimer des opinions politiques.

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Memorial president says CAUT report inflammatory

The Bulletin reported on the situation at Memorial in the September issue. On September 28th a general membership meeting overwhelmingly supported MUNFA's position, rejected the handbook, the way it was imposed, and the administration that imposed it. The administration is still attempting to substitute an administrative handbook for the collective agreement, and the Labour Relations Board has not heard the extensive unfair practice charge levelled by MUNFA. This is the response from Art May, President of Memorial.

Your lead story of September, 1995, entitled "Administration at Memorial University Provokes Bargaining Crisis" is so unfamiliar that one has to wonder whether we are referring to the same series of events. Allow me to give you a little background to put recent events in perspective and to fill in some gaps in your story.

After five years of financial stress, during which faculty members were largely insulated from the cutbacks occurring elsewhere in the university, the Board of Regents came to the conclusion that the collective agreement with faculty, which expired on March 31, 1995, would need to be modified in certain important respects. These included a merit pay scheme (which would increase the budget for faculty salaries), and renegotiation of a workload provision which froze teaching responsibilities to what they had been several years in the past, and resulted in a number of faculty having teaching responsibilities which were anomalous (on the low side).

It was also concluded that if ever layoff should become a necessary part of reaction to a financial exigency, the layoff clause in our collective agreement was so convoluted that it was unworkable. The board also wished to add a clause that would make student evaluation of teaching mandatory.

These are not new issues. We have been discussing merit pay, universal teaching evaluation and balanced workload provisions with our faculty association for several years. The layoff provision is not new; it was already there, but impractical to utilize.

With this background the university informed faculty on Feb. 13 that it wished to bargain some new contractual provisions when the old ones had expired. A proposed new contract, in toto, was tabled on May 18. The reaction of the faculty association was to inform their membership that they would be consulted "in the fall," to be basically unavailable for most of the summer, and in the few meetings which did occur to demonstrate quite clearly the strategy that would govern the negotiations.

The board read this as stalling as long as possible to concede as little as possible in the run up to the next budgetary cycle. This would effectively put the university in a position where it was unable to manage its own affairs; almost certainly resulting in the kind of legislative intervention that has occurred in several jurisdictions in Canada during the past few years. That is why conciliation was requested. Unfortunately, this did not bring matters to a mutually satisfactory conclusion.

In all of this we operated strictly within the parameters that provincial labour legislation provides.

One surprising statement in your story is that "The senior administration has really never accepted the unionization of the academic staff." The senior administration at Memorial is quite small for a university of our size (nearly 1,000 full-time faculty), consisting of a president and three vice-presidents. Three of the four individuals have been in their current positions for five years or less. Two of us came from other parts of the country and have no history of antipathy towards unions, faculty or otherwise.

Our jobs would be immeasurably easier if we were able to work in a collegial fashion with the leaders of our faculty union, if they were to accept that they have to be part of the solution to the challenges facing the university world these days, that solutions found from within are infinitely preferable to legislation imposed from without, and above all if events were reported as they occurred without extreme interpretations, excessive rhetoric, and attacks on the motivation of individuals.

We suggest to CAUT to turn down the heat and turn up the light.

ART MAY
President & Vice-Chancellor
Memorial University of Newfoundland

MUNFA responds to President May

We are responding to Dr. A.W. May's letter in which he provides his interpretation of the current dispute between the administration of Memorial University and its faculty and librarians. Needless to say, our interpretation differs from his.

Dr. May declares that the faculty were largely insulated from cutbacks occurring throughout the university over the last five years, and he states that there are nearly 1000 full-time faculty at Memorial.

Memorial's unionized faculty has in fact decreased by more than ten per cent, from about 950 in 1989 to about 850. This has resulted in many faculty teaching substantially larger classes, usually without adequate marking assistance. The teaching and learning process has suffered as a result, not least because the amount of written work that can be assessed for each student has decreased. Those faculty members who continue to require substantial amounts of written work have in effect had their teaching loads drastically increased. And if there have not been actual curs in faculty salaries, this is undoubtedly because our salaries are the lowest of those at comparable Canadian universities.

Dr. May claims that there is enormous urgency surrounding negotiations because of the anticipated financial crunch. We understand this situation. What is difficult to understand is how Dr. May's concern about "urgency" translates into a negotiating stance in which two of the primary objectives of the administration involved student evaluations and merit pay. These do not meaningfully impinge on the financial crisis to which Dr. May wishes to turn our attention. Indeed, by placing these issues at the centre of their demands, the administration casts serious doubt on the credibility of their position. In our view, these issues have *nothing* to do with financial urgency.

Dr. May indicates that the actions of the administration were taken because "the Board" concluded that they were necessary. In our view, the *dirigiste* nature of this approach is at the heart of the current difficulty. The faculty association believes that collective bargaining is about two sides presenting proposals and then hammering out an agreement in which each side makes an effort to accommodate the concerns of the other. It is a process of give and take. The implication of Dr. May's statement, and certainly the actions of the administration since last June, suggest that they regard bargaining as the imposition of their version of the terms and conditions of employment. There is no give. If MUNFA agrees with what they insist on, then all the better; but if MUNFA will not agree, then the terms will be imposed. That, after all, is what the administration attempted to do when they issued a "Handbook" to all faculty after they walked away from conciliation.

Dr. May notes that the administration gave the union its proposals on May 18 and criticizes our response that we could not reciprocate until we had consulted our membership in the fall. MUNFA has always brought its proposals to the membership before submitting them to the administration. There was, moreover, an amicable agreement between the two negotiating committees, arrived at in May during informal talks before the commencement of negotiations, to suspend negotiations from mid-June to September. There was no mention of urgency from the administration at that time. Since the federal budget had been announced long before, there was no change in the university's financial situation that could have added new urgency for the administration. It is for this reason alone that many faculty members have concluded that the administration never intended to bargain in good faith.

Dr. May states that everything the administration did was "strictly within the parameters of provincial labour legislation." We beg to differ. Failure to bargain in good faith is not sanctioned by provincial legislation. Furthermore, during the last quarter of a century, no other administration of a Canadian university has abrogated an agreement with its faculty and imposed working conditions in this fashion. It is the view of the faculty association that the actions of the administration are not simply illegal, they are illegitimate.

Dr. May says that the senior administration has "no history of antipathy towards unions." We will not rehearse our difficulties throughout the certification process except to note that our application for certification involved hearings that lasted for one-and-a-half years, because every aspect of our application was contested by the administration. We will not rehearse our difficulties in implementing our first Collective Agreement except to note that it required 18 arbitrations in the first year after we signed our first agreement. Dr. May is wrong when he says the senior administration has no "antipathy towards unions." Their actions toward the faculty association have been consistently hostile. And their actions towards other unionized workers has been equally bad. At the moment, low-paid unionized staff at the Aquarena, a facility recently acquired by the University, have been on strike for over a month because the university administration imposed a substantial pay cut on them. Negotiations have recently broken off between the administration and its clerical and technical workers. The MUNFA difficulties with the administration are reproduced in the administration's troubled relationship with Memorial's other unions.

The faculty association would be happy to provide further information to interested colleagues and faculty associations.

CHRISTOPHER J. DENNIS
President, Memorial University of Newfoundland
Faculty Association

J. H. Stewart Reid Fellowship Awarded

Murray E. Littlejohn

The Selection Committee for the J.H. Stewart Reid Memorial Fellowship is pleased to announce that Murray E. Littlejohn, a PhD student at the University of Ottawa, has been awarded the fellowship for 1995-96. There were over 100 eligible candidates for the scholarship.

Mr. Littlejohn obtained a Bachelor of Theology degree from Saint Paul University, and a Master of Arts in Philosophy from the University of Ottawa. His doctoral research centres on metaphysics, and his dissertation is entitled, "The Self After Metaphysics." He expects to defend his thesis in the Fall of 1996.

Complementing his academic record, Mr. Littlejohn has had several articles and book reviews published, and written a book length manuscript based on his MA thesis which is under consideration for publication. His goal is to find a philosophy position in a Canadian university.

In addition to the Stewart Reid Fellowship, Mr. Littlejohn has received two Social Sciences and Humanities Research Council Doctoral fellowships, and four University of Ottawa Excellence Scholarships.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members from across the country to honour the memory of the first Executive Secretary of the Association. The members of the Selection Committee for 1995-96 were Helen Holmes (Calgary), Richard Hiatt (Brock) and Peter King (Manitoba). The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university. ■

WUSC Report

Students in the Third World Value Used Textbooks

Photos: Geoff Wilmshurst, Coordinator, Refugee Programme WUSC

BY TOM SINCLAIR-FAULKNER

When a faculty association helps their local WUSC Committee to sponsor refugee students most people expect their story to end after one year. The refugees arrive on campus, receive financial and personal assistance for one year, then are expected to become self-supporting. But sometimes the story does not end that way.

The local WUSC Committee at the University of British Columbia has been active for many years. Its members have ties that extend to many diffetent places around the world. Dr. Bongfen Chem-Longhee graduated from UBC nearly two decades ago and is now a professor in the history department at the University of Yaounde in the Cameroons. For the past 10 years he has been at the end of a pipeline filled with academic books collected and shipped by UBC's WUSC Committee.

The WUSC refugee students who come to UBC are a regulat part of this project. They approach faculty members and ask for donations of tecent academic texts on any subject. Someone wants more space on their office shelves; someone is tetiring or shifting fields — it is surprising how many reasons we can find fot donating texts we are unlikely to use ourselves but which might be helpful to someone else.

Since the WUSC refugee students know from direct experience how difficult it is to find academic books on any subject in a developing country they bring an enthusiasm to the collection that few can match.

Last month they listed, wrapped and catalogued several cartons of books, then shipped them to Professor Chem-Longhee in the Cameroons. It costs $69 to ship 20 kilos, and the trip takes nearly six months, but every book finds a user. If Chem-Longhee cannot find a user among the faculty or in the library he uses his ties to the community to place the remaining books in a secondary school library.

Although this is the cheapest and most effective way to tedistribute texts from Vancouvet to the Cameroons it is still fairly costly. One recent shipment cost $1,165 in postage. But the annual grant from the faculty association ($10,000 in 1994) plus the annual levy of 50 cents on UBC students is usually enough to covet refugee student costs and to leave some left over for sending books overseas. Occasionally the professors who donate books make a financial contribution as well.

Yeats ago it was possible to tap federal funds to send surplus academic books overseas — a way of re-using scarce resources while providing foreign aid — but those programs have been cut as budgets have been pared back. Private initiatives such as the regulat shipments from UBC to the Cameroons still represent good stewardship. And they give the WUSC refugee students there a chance to share in the efforts of the WUSC Committee to do some good in another part of the world. ■

Anyone wanting to know more about how it is done may contact Professor John Conway at UBC directly (jconway@unixg.ubc.ca) or Tom Sinclair-Faulkner at Dalhousie University (tom@is.dal.ca).

February 1994 — Ethiopian refugees in Kakuma Refugee Camp in north west Kenya. The mud brick library, built by the Ethiopian refugee community in the camp, has a small selection of books, newspapers and magazines that have been donated by aid groups much like the one at UBC. In refugee camps like Kakuma there are many university students who have been forced to flee for taking political stands on their campuses.

IRS Issues New Tax Regulations on Grants to Foreign Students

BY PAUL DESRUISSEAUX
Washington

Foreign scholars and students who receive grants from American organizations for study or research ourside the United States will no longer be subject to income tax on those funds, according to regulations issued by the Internal Revenue Service.

The agency also ruled that foreign students enrolled in the United States would not be taxed on any grant funds that they received from overseas sources, suchas their home country's government, non-profit groups, or businesses. However, those foreign students will continue to pay taxes on scholarship funds they receive from U.S. sources.

The regulations were proposed by the I.R.S. in 1993 to address complaints about the way education grants to foreigners were raxed. The final version of the regulations, which took effect on August 25, includes only minor changes in those first proposed.

"It's good news," said Carl Herrin, government-relations officer for the American Council of Teachers of Russian. "It's great to have this cleared up."

Philanthropies Complain

U.S. foundations that award scholarships to foreigners to study in their own countries generally had been paying the taxes on those funds. But the philanthropies complained to the I.R.S. that such taxes were unfair and cut down on the number of scholarships they could award overseas. Since foreign students are not allowed to use the standard personal deduction that U.S. students get, they usually owed taxes even though their incomes were relatively small.

The I.R.S. had grappled with the issue since 1989, when ir said it would tax all grants from American sources but not those from donors overseas. U.S. foundations urged the agency to consider, instead, taxing all grants for study in the United States but not overseas. The I.R.S. proposed doing thar in 1991, but colleges protested that such a policy would discourage foreigners from coming to the United States to study.

The new I.R.S. regulations also state that cash prizes and awards given to non-resident aliens for past artistic, scientific, ot charitable achievements would not be taxed. ■

(Reprinted with permission from The Chronicle of Higher Education, September 8, 1995.)

Royal Commission in the United Kingdom?

The British Trades Union Congress, prompted by the Association of University Teachers, has issued a call for a royal commission on higher education. The General Secretary of the AUT, David Treisman, told the TUC that the accessibility was a key issue, that the system was chronically underfunded, and that Britain was 22nd of 24 OECD states in the share of national income devoted to research. He said that the squeeze on funding was forcing out low income students.

"Erasmus," he said "...was a poor bastard. Isaac Newton came from an impoverished Grantham family. Darwin's father scraped a living as a poor country GP. Those from poor backgrounds can become stars of the future. It is crazy that today they would arrive at university poor and leave even poorer."

The motion passed without any negative votes. However, Unison, the white collar union, wondered wherher a more direct attack on the funding question might be better.

If the current high standing of the Labour party in the polls is translated into an electoral victory, then the possibility of such a commission would be obviously increased.

Four unions at the TUC Congress also banded together to issue a papet called, *Career in Science?* The paper vigorously attacked the Conservative govetnment's policies which had resulted in putting half of all academics employed in science on casual contracts. It said that salaries in science were not comparable with other professions and that statistics showed that a significant proportion of contract workers not only quit university life but abandoned science totally even though they had a Ph.D. The unions called for more funding of research, more studentships and fellowships, and more job security for scientists. ■

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Inclusivity, Tolerance & Hate Speech

Hate Speech: The History of an American Controversy

Samuel Walker, University of Nebraska Press, 1994; 214 pp. $11.95 US

BY BERNICE SCHRANK
Memorial University

THIS SHORT WORK IS A HISTORY of the hate speech issue in the United States. It details the broadening of First Amendment protections of free speech to include, among other things, those familiar but hurtful names and phrases that evoke historical injuries like slavery or the Holocaust. The issue, according to Walker, is whether the use of such offensive words should be subject to criminal penalties. The answer provided by American courts over the last fifty years has been "no."

Despite its American perspective, this study has much to say to Canadian academics about the social benefits of free speech and the dangers of campus speech codes.

Walker describes how such a tolerant attitude evolved, sometimes painfully, in the period between the end of World War II and the Skokie controversy of 1977-78. In the late 1940s, the Supreme Court ruled (in the Terminiello case) that anti-Semitic utterances could not be curtailed merely because they created unrest and invited disturbances. Writing for the majority, Justice William O. Douglas argued that provocative speech, precisely because of its disruptiveness, had the positive social effect of challenging the status quo and moving people from complacency to anger. This decision would become a legal touchstone in the years ahead when civil rights activists, anti-Vietnam War dissenters and anti-abortion picketers made their way through the courts defending their right to criticize government policies in the face of charges that their speech threatened public order.

Walker demonstrates that the courts were also instrumental in redefining the boundaries of other types of offensive speech, thus creating new and freer standards of public discourse. During the 1960s, public sensibilities were sorely tried by the use in public of emotion-laden words that previous generations had regarded as "dirty" or obscene. Several cases involving the use of "fuck" eventually made their way to the Supreme Court. In overturning the conviction of Paul Robert Cohen, arrested for disturbing the peace by walking through a Los Angeles courthouse with the phrase "Fuck the Draft" emblazoned on his jacket, the Supreme Court recognized that speech legitimately functioned not only to convey information, but also to express profound emotion. Walker notes that the immediate beneficiaries of this more relaxed standard were political dissenters.

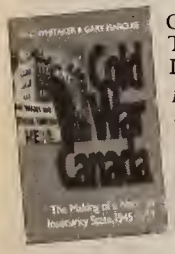
The degree to which the United States had committed itself to protecting hate speech was best illustrated, in Walker's view, when the courts ruled, in 1978, that a small group of Nazis had the right to demonstrate and express their racist and anti-Semitic views in the predominantly Jewish community of Skokie, Illinois. The Skokie affair did not, however, settle the hate speech issue.

During the 1980s, restrictive campus speech codes became widespread in the United States in an effort to deal with virulent campus racism. The strongest argument offered by those who favoured these codes was that the prohibition of hate speech was permissible under the equal rights protections of the Fourteenth Amendment. Speech code advocates insisted that racist language on campus created an environment that prevented racial minorities from obtaining their constitutionally guaranteed right to equal access in education. Defenders of free speech responded by arguing that the claim that racist speech interfered with a student's ability to learn was impermissibly vague. The illegality of these codes was settled when two affiliates of the American Civil Liberties Union [ACLU], one in Michigan and the other in Wisconsin, won their court challenges to the campus speech codes of the Universities of Michigan and Wisconsin. Walker concludes that such victories demonstrate the depth and strength of First Amendment values.

In this narrative, Walker has very fine things to say about the ACLU, many of which are deserved. Walker argues convincingly that its advocacy contributed to the evolution of an inclusive definition of free speech in the United States. Walker does not, I think, deal so well with the reluctance of the ACLU to defend the freedom of speech and association of Communists and other political dissenters during the 1950s. Clearly, even the ACLU is susceptible to social and political pressure. For this reason alone, I am not as sanguine as Professor Walker in believing that free speech has established a permanent beachhead within the political culture of the United States. ■

(Bernice Schrank is a former chair of CAUT's Academic Freedom & Tenure Committee.)

QUICK REVIEWS



Cold War Canada: The Making of a National Insecurity State, 1945-57

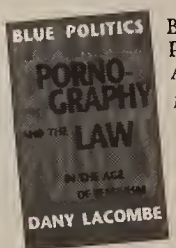
Reg Whitaker & Gary Marcuse, University of Toronto Press, 1994; 511 pp.

A tension runs through this book. The authors have no sympathy for Soviet totalitarianism and suggest that the Cold War state in Canada was inevitable. They reluctantly argue that the Ottawa mandarins ran a much more moderate and controlled form of anti-communism than in the United States. Yet the greater part of the book is taken up by the abuses involved. The focus is on the purges in the civil service, the National Film Board, and the unions, and the attack on the peace movement with the culminating chapter dealing with the suicide of Herbert Norman. The universities are generally bit players. Queen's reinstated Israel Halperin, one of those charged in the Gouzenko affair, after the courts declared him innocent, but acquiesced in the silencing of Glen Shortliffe in 1949. Henry Ferns was hounded out of the country based on a mistaken transcription of the Gouzenko records, only to become a distinguished critic of the left. Watson Kirkconnell, President of Acadia and one of the founders of the Humanities Research Council, was one of the leading figures on the extreme right, ultimately espousing antifluoridation and other eccentricities. The authors also take some shots at their fellow academics, notably Professors Bothwell and Granatstein in their book, *The Gouzenko Transcripts* and Professor Barros in his book on the Norman affair.

The Lives of Dalhousie University, Vol.I, 1818-1925: Lord Dalhousie's College

P.B. Waite, McGill-Queen's University Press, 1994, 338 pp.

Professor Waite has written a clear and mellifluous history of Dalhousie's first century. He shows how the original college collapsed because there was no support for Lord Dalhousie's concept of a non-sectarian university and that it was only successfully revived in the late 19th century because it acquired a constituency among the Presbyterians and established a reputation for high standards and hard work. But Waite is no romantic. He clearly shows how sectarianism in Nova Scotia ensured underfunding, provincialism, and a limited curriculum. He also shows how attempts in this period by civil servants and politicians to impose supposed rationality on higher education in the province repeatedly failed because they ignored political reality. Premier Savage might read this with interest.



Blue Politics: Pornography and the Law in the Age of Feminism

Dany Lacombe, University of Toronto Press, 1994; 229 pp.

This is a useful, although ponderous, account of the evolution of the pornography debate from the Fraser Committee Report in 1985 to the present. The author shows how a new alliance of traditional conservative foes of sexually explicit material and feminist critics of sexually violent materials gave new life to the debate on pornography during the Mulroney years. She might, however, have noted the parliamentary committee under Mr. Trudeau where the 1980s parliamentary debate began and where CAUT started its opposition to oppressive changes in the legislation. Lacombe shows how the feminist alliance eventually split apart on this issue but nevertheless gained the day, not in parliament, but in the Supreme Court with the Butler decision. The author stands with those who favour the continuation of an artistic defence in pornography cases.

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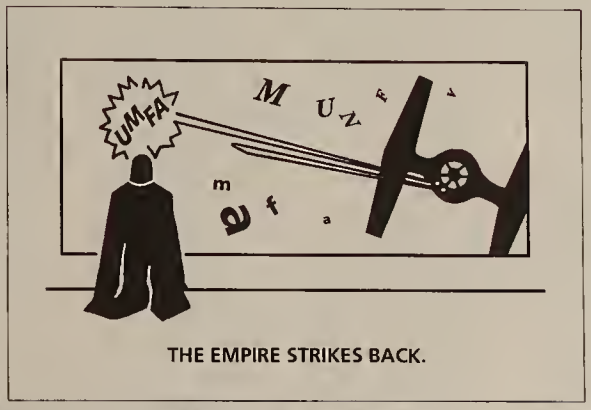
Negotiation or Confrontation — Collective Bargaining in the Nineties

JOYCE LORIMER

At first sight the articles in this month's *Bulletin* suggest academic staff are going to face an unreasonable year on the collective bargaining front. The administrations of Memorial, Mount Allison and Manitoba have all proved obdurate. They have actively avoided meaningful negotiations and set themselves to strip critical rights from previously established contracts with their respective faculty associations.

Is this the new face of university collective bargaining in the late 1990s? One might well come to this depressing conclusion if it were not for what happened at the University of New Brunswick and Simon Fraser this summer. There the both sides sat quietly together at the table and expeditiously renewed their contracts to the satisfaction of all parties.



THE EMPIRE STRIKES BACK.

The UNB and SFU models prove that fiscal restraint cannot be used as an excuse for bad faith bargaining, and that confrontation is unnecessary when administrations are prepared to enter into mutual gains negotiations.

So what conclusions should we draw from what is happening at Manitoba, Memorial and Mount Allison? It is worth looking closely at what happened in each case. At Memorial, despite President Art May's assertions to the contrary, the fact remains that the faculty association offered the administration a no-cost contract which was rejected out of hand. There is also clear evidence the administration had prepared its own handbook to replace the negotiated contract at least before conciliation.

At Mount Allison the university's negotiating team openly admitted the objective was to proceed swiftly through conciliation, arguing that the current contract becomes void after a "No Board Report."

At Manitoba, the faculty association's offer to take lower salaries to prevent support staff lay-offs, in return for a quick settlement on the basis of the existing contract, was turned down. Indeed the word from various sources has it that Manitoba, as well as Memorial, are being used as test cases by AUCC in the attempt to break 'CAUT model' financial exigency and program redundancy clauses.

Since 1992 more hawkish elements in the AUCC have been openly committed to the reduction of the negotiated rights of academic staff in favour of extensive management discretion. This 'The Empire Strikes Back' agenda has been promoted through the publications of dependent associations, like CAUBO, and it is clearly being pushed in the negotiations at Memorial, Mount Allison and Manitoba.

The choice of targets is hardly surprising. The Memorial administration's attitude to faculty association bargaining has long been self-evident from its appalling record of grievance handling. Mount Allison's president has a record of authoritarian behaviour and has delibetately cultivared a 'tough guy' union-breaking image. The Board of Governor's at Manitoba appears to have assumed a collective presidency with its atrempt to undermine , if not to eliminate, UMFA's contract.

The consequences, unless someone in each of the three administrative bunkers sees daylight, is likely to be damaging confrontation, and a distraction of the university community as a whole from the real problems which face it from outside.

The quiet bargaining at New Brunswick and Simon Fraser shows there are university administrations out there which do not buy into this ill-considered and self-destructive approach. Let us hope that the new president of AUCC can be counted among the moderates and can talk some sense into those who prefer suicide bombing to a common front to deal with our real problems. ■

La négociation collective en cette fin de siècle est-elle synonyme de confrontation?

Si l'on se fie à la teneur des articles du présent numéro, il semble que l'année sera pénible pour le corps universitaire en matière de négociation collective. Déjà, l'administration des universités Memorial, Mount Allison et Manitoba a fait preuve d'inflexibilité. Ces administrations ont fermement évité de négocier de manière constructive et se sont donné comme objectif de dépouillet les contrats conclus antérieurement avec les associations de professeurs de droits acquis.

Est-ce, en cetre fin de siècle, le nouveau visage de la négociation collective dans les universités? On pourrait en arriver à cette conclusion déprimante ne serait-ce de ce qui s'est passé cet été à l'Université du Nouveau-Brunswick et à l'Université Simon Fraser. En effet, à chaque endroit, les deux parties ont négocié calmement et ont renouvelé les conventions collectives à leur entière satisfaction.

L'exemple de ces deux universités prouve que l'on ne peut invoquer des restrictions budgétaires pour négocier de mauvaise foi et que la confrontation est inutile lorsque l'administration est disposée à entamet des négociations qui profiteront aux deux parties.

Quelles conclusions devrions-nous tirer alors du cas des universités du Manitoba, Memorial et Mount Allison? Il vaut la peine d'examiner attentivemenr chaque situation. À l'université Memorial d'une part, même si le recteur Arr May a affirmé le contraire, il demeure que l'association des professeurs a offert à l'administration un contrat sans augmentations que celle-ci a rejeté d'emblée. Voilà la preuve flagrante que l'administration avait préparé son propte guide pour remplacer le contrat négocié au moins avant la conciliation.

L'équipe de négociation de l'Université Mount Allison a admis ouvertement qu'elle visait d'aller rapidement en conciliation. Selon elle, la convention actuelle est nulle parce qu'il n'y a pas eu de rapport de la commission de conciliation.

À l'université du Manitoba d'autre part, l'administration a refusé l'offre de l'association des professeurs d'acceprer une baisse de salaire pour empêcher le licenciement de membres du personnel de soutien en échange d'un règlement rapide fondé sur le contrat en vigueur. De fait, il appert selon diverses sources, que l'AUCC se servirait de l'Université du Manitoba et de l'Université Memorial comme cause type pour tenter d'anéantir les clauses modèles de l'ACPPU sur l'urgence financière et les programmes excédentaires.

Depuis 1992, des éléments plus agressifs au sein de l'AUCC s'engagent publiquement à réduire les droits négociés du corps universitaire et favorisent un plus grand pouvoir discrétionnaire de la part de l'administration. Cette rendance, digne du film *L'Empire contre-attaque*, se reflète de plus en plus dans les publicarions d'associations dépendantes comme l'ACPAU et est manifestement encouragée dans les négociations aux universités Memorial, Mount Allison et Manitoba.

Le choix des cibles n'est guère surprenant. En effet, l'attitude de l'administration de Memorial à l'égard des négociations avec l'association des professeurs est depuis longtemps évidente et le nombre effroyable de griefs en est la preuve. Le recteur de l'Université Mount Allison est connu pour son autoritarisme. Il a délibérément nourri une image de fermeté anti-syndicale. D'autre patt, le conseil d'administration de l'Université du Manitoba semble avoir décidé de diriger collectivement en tentant de saper voire d'annuler le contrat de l'UMFA.

À moins qu'une personne dans ces trois bunkers administratifs commencent à voir clair, cette attitude risque de provoquer la confrontarion, ce qui va causer du tort, et de détourner la collectivité universitaire des vrais problèmes auxquels elle fait face de l'extérieur.

Par ailleurs, les négociations qui ont eu lieu calmemnt à l'Université du Nouveau-Brunswick et à l'Université Simon Fraser montrent que l'administration de ces universités n'endosse pas ce genre d'attitude irréfléchie er autodestructrice. Il est à espérer que le nouveau président de l'AUCC comptera parmi les modérés et qu'il pourra raisonnet ceux qui préfèrent la confrontation suicidaire à un front commun visant à régler les vrais problèmes. ■

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ACCOMMODATIONS

ACADEMIC AFFAIRS

MONTANA STATE UNIVERSITY — Provost and Vice President for Academic Affairs. Montana State University-Bozeman. Required qualifications include: an earned doctorate or appropriate terminal degree, a record of progressively responsible administrative experience in a university setting; a distinguished record of teaching and research/creative activities; and a demonstrated record of commitment to affirmative action. Screening begins October 16, 1995 and will continue until position is filled. For a complete list of qualifications and application procedures, contact: Provost Search Committee, Provost's Office; 212 Montana Hall; MSU; Bozeman, MT 59717-0256, Telephone: 406-994-6648, E-mail:aasmt@msu.oscs.montana.edu. ADA/EO/AA/Veteran's Preference

ACCOUNTING

ATHABASCA UNIVERSITY — Assistant Professor, Accounting. The Centre for Information and Communications Studies at Athabasca University invites applications for a tenure-track appointment in Accounting at the Assistant Professor level. Responsibilities will include the development, delivery and co-ordination of courses for the University's degrees in Administration, Commerce and General Studies and University certificates in Accounting and Advanced Accounting. The ideal candidate should have a doctorate in accounting or professional designation, with an MBA; experience with adult learners; and demonstrated excellent communication skills. Preference will be given to candidates with experience in distance education and located in the Town of Athabasca, 150 km north of Edmonton. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Acting Director of Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T9S 3A1. The closing date for applications is October 15, 1995. Further information may be obtained from Ms. Andrew Woudstra at (403) 675-6188, fax (403) 675-6135.

SAINT MARY'S UNIVERSITY Department of Accounting. Frank H. Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1996 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal people, persons with disabilities and other minority groups. Submit letter of application, curriculum vitae and the names of three references to Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5119. Closing date February 1, 1996.

AFRICAN STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Social Science. Applications are invited for a tenure-stream position at the assistant professor level in the field of African Studies, commencing July 1, 1996. A PhD or equivalent, a strong record of field research in Africa, and a demonstrated capacity for interdisciplinary teaching are required. The successful candidate will be expected to assume the co-ordinatorship of the African Studies Programme, and to take a leading role in developing academic and extra-curricular activities in the programme throughout the university. Teaching duties will include the programme's introductory course and an advanced, theoretically-oriented course for majors. The successful candidate may have a background in any one or combination of the social science disciplines engaged in the field of African Studies, but will be expected to be critically involved in at least several of the pressing scholarly and social issues facing the continent, such as the crisis in development; the transformation of the post-colonial state; gender and society; the political economy of the environment; democratic discourses and struggles. Applications with curriculum vitae and names of three referees should be sent to: John Hutcheson, Chair, Division of Social Science, 5757 Ross Building, York University, North York, Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the chair. Deadline for applications is November 20, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This position is subject to budgetary approval.

APPLIED MATHEMATICS

UNIVERSITY OF WATERLOO — Department of Applied Mathematics. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Geophysical Fluid Dynamics, to begin in 1996, possibly as early as 1 January 1996. Applicants should have an established research record and a proven capability of attracting research funding. We are interested in people with expertise in the mathematical aspects of the area, especially in nonlinear wave dynamics. Candidates will also be expected to supervise graduate students at both the Master's and doctoral levels and to have a strong commitment to teaching, including the ability to teach both graduate and undergraduate courses in fluid mechanics and related disciplines of Applied Mathematics including Partial Differential Equations. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with qualifications and experience. A letter of application, a curriculum vitae with a statement of research interests and copies of two or three research papers considered to be most significant by the applicant should be sent to E.R. Vrscay, Acting Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; Fax: 519-746-4319; e-mail:amdept@jeeves.uwaterloo.ca. Applicants should also arrange for three letters of reference to be sent to the above address. The closing date for receipt of complete applications is 31 October 1995. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity Theory and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ANATOMY & CELL BIOLOGY

UNIVERSITY OF ALBERTA — The Department of Anatomy and Cell Biology in the Faculty of Medicine at the University of Alberta invites applications for a tenure-track position as Assistant/Associate Professor. We are looking for an individual who will complement our existing strengths in 1) protein targeting and organelle biogenesis, 2) cell-cell interactions, and 3) cell signaling. Salary range: $40,035 – $71,725 p/a, plus comprehensive benefits. Applicants should have proven records of research achievement and will be eligible for funding by the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. A contribution to the Department's teaching program will also be expected. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send a curriculum vitae, a one-page statement of research interests, and arrange to have three to five letters of reference sent on your behalf to: Dr. Richard Radubinski, Professor and Chair, Anatomy and Cell Biology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. Deadline for receipt of applications is December 15, 1995. The University of Alberta is committed to the principal of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF SASKATCHEWAN — Department of Anatomy and Cell Biology, Gross Anatomist. Applications are invited for a without term faculty appointment at the rank of Assistant Professor. Applicants should have experience in teaching human gross anatomy and ideally histology and/or cell biology. The appointee will be extensively involved in instructional programs to medical and other health/life science students and actively participate in scholarly work/research. Preference will be given to candidates with experience or a strong interest in the development of teaching methods, particularly the design and implementation of computer-aided learning in clinical gross anatomy; funding for this project is in place. Research fields in the department include cell, molecular, and developmental biology; kinesiology, morphometrics, and neurobiology. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. An application, including curriculum vitae, names of

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SOCIAL PSYCHOLOGY
UNIVERSITY OF TORONTO
ASSISTANT PROFESSOR

The Department of Psychology at the University of Toronto (St. George Campus) invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1996, in the area of Social Psychology. The candidate must have a PhD in the relevant area, or be near completion, and have a strong research record in social psychology. Responsibilities include teaching at graduate and undergraduate levels, supervising student research, and developing a sustained programme in research. Quantitative expertise is desirable. Salary will be commensurate with qualifications and experience.

A curriculum vitae, statement of research and teaching interests, and three letters of recommendation should be sent to:

Professor Kenneth L. Dion
Department of Psychology
University of Toronto
100 St. George Street
Toronto, Ontario
Canada M5S 1A1

Application deadline is **December 15, 1995.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

YORK UNIVERSITY
Toronto, Canada

Faculty of Arts — Department of English

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, York University, to begin on July 1, 1996. This appointment is subject to budgetary approval by the University.

Qualifications: PhD in English, specialization in 19th- and/or 20th-Century American Literature.

Duties consist of undergraduate teaching, with immediate or eventual teaching in the Faculty of Graduate Studies and the development of a programme of productive research. Candidates must demonstrate clear strength in both teaching and research.

Salary will depend on qualifications and experience.

A letter of application, with Curriculum Vitae and a sample of the applicant's written work (no longer than 25pp.) should be sent to:

Professor Maurice S. Elliott, Chair
Department of English
York University
North York, Ontario
M3J 1P3.
(Fax: 416-736-5412)

Additionally, candidates should arrange for letters of recommendation from three referees to be sent directly to the above address.

Deadline for applications is **Monday, November 13 1995.**

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Auckland - New Zealand

Two Chairs in History

Department of History

Vacancy UAC.653

The University of Auckland is seeking two Professors of History to fill the established Chairs in the Department of History:

One Chair in New Zealand History.

One Chair in the History of one or more of the following fields: Europe including the British Isles, the Americas, Australia, the Pacific Islands excluding New Zealand, East Asia, Southeast Asia. These fields are those currently well supported by the library holdings of the University and by the academic activities of the lecturing staff of the Department of History

Candidates should have a record of excellence in research and teaching, capacity to offer academic leadership and some administrative experience.

Successful candidates will be expected to undertake a normal teaching load within the Department, including lecturing to undergraduates.

It is the policy of the Department of History that the Headship of the Department be on a rotating basis. All professors of the University may be required to serve as Head of Department, and while doing so are relieved of some teaching duties. It is anticipated that one of the two successful candidates will be appointed as the Head for a three or five year term.

Commencing salary will be established within the range NZ$83,000 - NZ$103,000 per annum.

Closing date: 30 November 1995.

Lectureship in Linguistics

Department of English

Vacancy UAC.640

Applicants should have a PhD degree in Linguistics (or equivalent) and some experience of university teaching. They should be able to teach the phonology, syntax, and semantics of English at undergraduate level and should have an interest in one or more of the following fields at advanced level: phonology, morphology, semantics/pragmatics. The ability to contribute to areas additional to those specified may also be an advantage.

The person appointed will be expected to contribute to graduate and undergraduate teaching, initiate research programmes and supervise graduate student research, and to contribute to the further development of the Linguistics Programme.

Commencing salary will be established within the range NZ$42,500 - NZ$51,500 per annum.

Closing date: 30 November 1995.

Conditions & Procedures for All of the Above Vacancies

Further information, Conditions of Appointment and Method of Application should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone 64-9-373 7999 ext 5790, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

ANNONCES CLASSÉES

three referees, and a statement of previous teaching experience and scholarly work should be submitted by November 30, 1995 to: Dr. G.D. Burkholder, Department of Anatomy and Cell Biology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan S7N 5E5 Canada.

ANTHROPOLOGY

YORK UNIVERSITY. Faculty of Arts. Department of Anthropology. A tenure-track position at the assistant professor level in socio-cultural anthropology, to commence July 1, 1996, subject to budgetary approval. At the time of appointment the successful candidate must have a completed PhD in Anthropology with strong research skills, a proven publications record and a demonstrated commitment to teaching. Strong interdisciplinary interests are an advantage. Applicants should have expertise in critical theory and field experience in one or more of the following areas: power relations; history and/or discourse in the post-colonial world; processes of globalization; social justice and well-being; and the construction of knowledge. Such expertise could include the empirical study of race, gender, class or bio-diversity. Geographical area of interest is open, but particular preference is toward Latin America, Europe and Africa. Applicants should include a covering letter indicating their teaching, research interests and a detailed résumé, and arrange to have three letters of reference sent to: Chair, Department of Anthropology, 2054 Vari Hall, York University, 4700 Keele St., North York, Ont. M3J 1P3. Application deadline is January 19, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCMASTER UNIVERSITY — The Department of Anthropology at McMaster University invites applications for a full-time, tenure-track position in cultural anthropology at the rank of Assistant Professor, effective July 1, 1996. Candidates must have a PhD in cultural anthropology, a strong research and publication record in northern issues, and previous university teaching experience. The appointee is expected to teach undergraduate lecture and seminar courses, contribute to MA and PhD teaching and supervision, carry out an active research programme leading to publications, and take on administrative responsibilities. Preference will be given to candidates whose research complements and extends the department's strengths in global cultures, Aboriginal and Indigenous studies, ethnographic authority and subject voices, applied research, gendered and ethnic identities, colonial histories and localized resistance, medical anthropology, human rights and political ecology. The position is subject to final budgetary approval. McMaster University encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be submitted to: Dr. Ann Herring, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada L8S 4L9; Tel: (905) 525-9140, ext. 23920; Fax: (905) 522-5993; E-mail:herring@mcmail.cis.mcmaster.ca. Closing Date: November 15, 1995.

BIOCHEMISTRY

UNIVERSITY OF SASKATCHEWAN — A tenure-track appointment at the level of assistant professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a PhD in plant biochemistry or a related field. The successful candidate will have a strong research potential. Experience in plant biotechnology and related areas is highly desirable. Duties will include research and teaching of biochemistry to undergraduate and graduate students. Effective date of the appointment is to be not later than 1 July 1996. Salary will be commensurate with experience and training. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send curriculum vitae and the names of three references by **December 15, 1995**, to: Dr. J.F. Angel, Department of Biochemistry, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan, Canada, S7N 5E5. (Reference Position Number 95T 11-3-6X).

BUSINESS

UNIVERSITY OF ALBERTA — Faculty of Business. Applications are invited for a full-time tenure track position in accounting, subject to funding. PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Candidates should have a strong commitment to excellence in research and teaching. Candidates with research and teaching interests in managerial accounting are especially sought. Competition closes February 15, 1996. Send resumes to: James C. Gaa, Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

WILFRID LAURIER UNIVERSITY — Applications are invited for two tenure track faculty positions; one in the area of Accounting and one in the area of Policy, commencing July 1, 1996. Depending on qualifications and experience, most appointments will be made at the rank of Lecturer (ABD) or Assistant Professor (PhD completed). Specific areas of expertise are Tax or Managerial for the Accounting position, and Strategy for the Policy position. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include PhD or ABD with evidence of strong teaching and research potential. All positions are subject to budget approval. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Applications will be accepted until the position is filled. Please direct applications to: Dr. Ron Craig, Associate Dean of Business: Human Resources and Research, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue, West, Waterloo ON N2L 3C5.

THE UNIVERSITY OF NEW BRUNSWICK — Research Chair in Management of Technological Change. In anticipation of the establishment of a Research Chair in Management of Technological Change, the Faculty of Business at the University of New Brunswick is inviting applications/nominations from highly qualified individuals. It is anticipated that the Chair will be in place early in 1996. The Faculty of Business works closely with the business community in fulfilling its teaching and research mission. The responsibilities of the Chair will be a combination of research, teaching and working closely with the sponsoring organizations and other businesses. The Chair will be a source of knowledge helping organizations align technological change with employment policies and human resource management practices. This will be a tenure-track appointment. The ideal candidate has a PhD in Business, or in a cognate field, with a major in human resources management and is particularly knowledgeable about issues related to the management of technological change in organizations. Industrial experience at a senior level in the applications or management of information technology is an asset. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications or nominations will be accepted until the position is filled. Applications, nominations, and requests for information should be forwarded to: Dr. John Chalykoff, Dean, Faculty of Business, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5 Canada; E-mail: chaly@unb.ca, Fax: (506) 648-5574; Phone: (506) 648-5677.

BUSINESS ADMINISTRATION

ALGOMA UNIVERSITY COLLEGE invites applications for a probationary appointment with the Department of Business Administration in the areas of Accounting, Organizational Behaviour/Human Resource Management or Labour Relations. The appointment will be made at the rank of Lecturer or Assistant Professor and salary will be commensurate with qualifications and experience. Minimum qualifications for the Accounting area are a graduate degree with a major in Accounting (an emphasis on the analytical and theoretical framework of Accounting is desirable) and a CA designation. Minimum qualifications for the areas of Organizational Behaviour/Human Resources management and Labour Relations are a PhD or equivalent degree in the respective or related areas either in hand or near completion. Preference will be given to individuals with the capacity to teach in more than one area. This appointment is subject to final budgetary approval. Effective date of the appointment: January 1, 1996 or July 1, 1996. Applications will be accepted until the position is filled. In conformance with the requirements of Immigration Canada, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a current curriculum vitae, with names, addresses, and phone number of three references to Prof. James Gibson, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4

BUSINESS ADMINISTRATION & COMMERCE

SIMON FRASER UNIVERSITY — The Faculty of Business Administration. Simon Fraser University, invites applications for tenure-track appointments in Management Information Systems (Associate or Full Professor rank), Finance (entry level - PhD in hand or near completion) and Industrial Relations (entry level PhD in hand or near completion). Successful candidates will have established a primary research program in one of the areas specified above, and have the ability to teach in that area at both the undergraduate and graduate levels. Start date: September, 1996 or at a mutually agreed upon time. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Carolyne Smart, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, British Columbia, V5A 1S6 Canada. The search will close January 12, 1996, or when positions are filled.

CELL BIOLOGY

UNIVERSITY OF MANITOBA — The Manitoba Institute of Cell Biology, Faculty of Medicine, University of Manitoba, invites applications for a full-time research associate with experience in the development of transgenic and homozygous null mutant mice. The successful candidate is expected to maintain and operate a transgenic facility which services the Institute. Normally all positions require a PhD and relevant experience in transgenic mouse technology. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three references to: Dr. Arnold Greenberg, Director, The Manitoba Institute of Cell Biology, 100 Olivia Street, Winnipeg, Manitoba, Canada R3E 0V9. Deadline for receipt of applications is October 31, 1995.

CHEMISTRY

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Physical Chemistry of Polymers or related areas, effective on or after July 1, 1996. Applicants should possess a PhD in chemistry, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until November 30, 1995. Salary commensurate with experience. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry. The University of British Columbia is seeking to fill two tenure-track openings at the assistant professor level starting 1 July 1996: (1) an appointment in the area of theoretical chemistry and (2) an appointment in inorganic chemistry. Both positions require a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidates will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The positions are subject to final budgetary approval and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent directly to: Professor Colin Fyfe, Chair, Future Appointments Committee, The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1. Closing date for applications is November 1, 1995.

CLASSICS

THE UNIVERSITY OF TORONTO invites applications for a tenure track appointment in the Department of Classics at the rank of Assistant Professor, effective July 1, 1996. Candidates must have strong research interests in Latin literature and wish to participate in graduate teaching and supervision. PhD required. Salary commensurate with qualifications. A curriculum vitae, letters from three referees, and a specimen of written work of c.30 pages should be sent to Professor J.N. Grant, Department of Classics, University of Toronto, 16 Hart House Circle, Toronto M5S 1A1, by December 15, 1995. The appointment is subject to budgetary approval. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy the University of

University of Alberta
Edmonton

Dean, Faculty of Physical Education and Recreation

The Faculty of Physical Education and Recreation at the University of Alberta is seeking a Dean. Applicants should have a strong academic background and have demonstrated administrative experience and leadership ability.

The Dean is responsible to the Vice-President (Academic) for the administration, supervision and leadership of all academic and non-academic activities in the Faculty. Degree programs include: BPE, BA (Recreation Administration), MSc, MA and PhD. A combined BEd/BPE programme is offered jointly with the Faculty of Education and a combined MA/MBA is offered with the Faculty of Business. In addition to its academic programs, the Faculty has a full intercollegiate program of 16 sports, a large campus recreation program, and operational responsibilities for all University sport and recreation facilities, including an off-campus Tennis Centre.

Included in the Faculty/Staff complement are 38 full-time faculty members, 11 administrative and professional officers, 5 full-time coaches, and approximately 100 full- and part-time support staff. The Faculty serves approximately 750 full-time undergraduate and graduate students.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by November 30, 1995 to:

Dr. D. Owram
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, AB T6G 2H9

It is anticipated that the appointment will be effective July 1, 1996.

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

The University of Manitoba
Faculty of Medicine

ASSISTANT PROFESSOR
DEPARTMENT OF PHARMACOLOGY AND THERAPEUTICS

Applications are being accepted for a TENURE-TRACK FACULTY position at the rank of Assistant Professor. Minimum qualifications include a PhD or M.D. degree in Pharmacology or a related discipline and evidence of highly productive postdoctoral research in molecular pharmacology. The successful candidate will be expected to establish a vigorous research program where salaries and operating funds are received from external agencies as well as engage in undergraduate and graduate teaching. The salary range for this position is $40,000 to $50,000. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents of Canada. Please send letter of application, curriculum vitae and three letters of reference to: **Dr. Gary B. Glavin, Acting Head, Department of Pharmacology and Therapeutics, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W3**; TEL: (204) 789-3355; FAX: (204) 783-6915; E-MAIL: GLAVIN@CC.UMANITOBA.CA. Closing date: **December 31, 1995.**

The University of Manitoba
School of Medical Rehabilitation

PHYSICAL THERAPY DIVISION
DEPARTMENT OF PHARMACOLOGY AND THERAPEUTICS

The Division of Physical Therapy, School of Medical Rehabilitation, of the University of Manitoba invites applications for a full-time contingent funded faculty position at the rank of Assistant Professor, commencing January 02, 1996 or as soon thereafter as possible. Salary: $35,328 - $62,509.

The candidate must have a Master's degree in Science or the Rehabilitation field. Minimum E3 V3 Orthopaedic Level II preferred. Acupuncture certification and/or experience with Industrial Rehabilitation would be an asset. Computer knowledge of spreadsheets, data bases, and word processing would be a further asset.

The candidate must be interested in clinical research work as part of the multidisciplinary team. The applicant should have personal malpractice insurance and be licensed to practice physiotherapy in Manitoba.

Primary expectation would be clinical practice in the Rehabilitation clinic and Research Centre, clinical research, undergraduate teaching in the Musculo-skeletal curriculum, and administrative duties as assigned.

The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

Applications together with a copy of a current curriculum vitae and the names and addresses of three referees should be forwarded to: **Professor Ann Booth, Chair of the Search Committee, School of Medical Rehabilitation, R3098 - 800 Sherbrook Street, Winnipeg, Manitoba, R3A 1M4.** Applications will first be reviewed following **November 15, 1995**

Microbial Ecology Instructor

A full-time permanent position, beginning immediately, to teach advanced courses in microbial ecology and bacterial genetics. Duties include assisting other faculty specializing in terrestrial/aquatic ecology and fisheries biology/limnology in order to team teach courses in these areas. Additional teaching duties may be required at the first and second year levels.

QUALIFICATIONS REQUIRED: Ph.D. in Microbiology with an emphasis in microbial ecology required. The successful candidate will be expected to work as a team member. Malaspina is dedicated to excellence in teaching and is student-centred. Although the primary role of faculty is to teach, they are expected also to be involved in a research program.

Forward applications for **Competition 94-4068 before 1:00 p.m., Monday, October 30, 1995** to: **Director of Personnel, 900 Fifth Street, Nanaimo,B.C. V9R 5S5. Fax: (604) 755-8702, e-mail PASPOSTINGS@MALA.BC.CA** Malaspina University-College regrets that only candidates selected for interview will be contacted.

- *Committed to the principle of employment equity*
- *Smoke-free working environment*

Malaspina University-College
Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5

Faculty Position
Social Work Programme

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Faculty of Health and Human Sciences invites applications for a faculty position in the Social Work Programme.

The Social Work Programme emphasizes social work in northern and remote areas, aboriginal issues, women in human services, and community practice and research through courses that recognize the integration of practice, policy and research. Analyses of class, gender and race relations are considered central.

UNBC's region contains sixteen Tribal Councils, more than 76 bands, and a dozen urban Friendship centres. The responsibilities of this position include ... planning, development and teaching of First Nations social work curriculum ... developing a relevant social work education program cooperatively with First Nations groups in Northern BC and other educational institutions ... providing academic advice/assistance in admissions and practicum development relevant to First Nations people ... and developing community based research with First Nations communities.

Candidates for this position should possess a graduate degree in Social Work or a related discipline along with a demonstrated record of teaching, research, and publication. They should have a strong background in issues affecting aboriginal and metis people as well as experience in social work practice and policy development with First Nations communities.

The closing date for applications is **October 30, 1995**, with a preferred start date of **January 1, 1996 or earlier**. This appointment is at Assistant Professor level and is for a one year term, renewable for a further two year term contingent upon availability of funding. The University encourages First Nations Applicants. Please forward your curriculum vitae and the names, addresses and phone numbers (including fax and e-mail) of three references, to: **Dr. David Fish, Dean, Faculty of Health and Human Sciences, c/o Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604) 960-5695.**

UNBC
University of Northern British Columbia

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

CLASSIFIEDS

Toronto encourages application from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

COMMUNICATIONS

TRINITY WESTERN UNIVERSITY — Communications. Subject to budgetary approval, Trinity Western University invites applications for a tenure-track position as assistant (or associate) professor of journalism to begin August 15, 1996. Candidates should have earned a doctorate in journalism or aligned field (e.g. media studies) and have journalism experience. Duties will include developing a journalism emphasis within the communications B.A. program. Excellent editing skills and experience with desk-top publishing, photography, video and audio production ideal but not required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Phillip Wiebe, Assistant Dean, Trinity Western University, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

COMPUTER SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Computer Science at the University of British Columbia invites applications for a tenure-track position of Instructor. As well as an outstanding teaching record, candidates should have experience in curriculum design and course development and in state-of-the-art teaching laboratories. A demonstrated commitment to teaching, as well as familiarity with current developments in the teaching of computer science, is essential. A PhD or equivalent in Computer Science is preferred. The position is available as of January 1, 1996. Salary will be commensurate with rank and experience. Applicants should submit their resume and the names of at least three references to Dr. Nick Pippenger, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, B.C., V6T 1Z4.

Applications will be accepted until November 30, 1995. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The position is subject to available funding.

TRINITY WESTERN UNIVERSITY — Computer Science. Trinity Western University invites applications for a tenure-track position as assistant professor of Computer Science to begin August 15, 1995 or (at latest) January, 1996. Candidates should hold a completed PhD (or equivalent) in Computing Science, Informatics, or MACS. Preference will be given to a candidate with expertise in one or more of: operating systems, software engineering, AI, and logic programming, but versatility is more important than the specific specialty. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Jack Van Dyke, Assistant Dean, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1 (604) 888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for one or more tenure-track faculty positions in Computer Science. Considerations will be given to applicants whose research interests lie within the area of artificial intelligence or who engage in experimentally focused research in one or more of the following areas: database systems, data structures design, distributed systems, operating systems, programming languages, or software engineering. The successful candidate is expected to develop a productive research program, to supervise graduate students and to teach graduate-level courses, to maintain a strong commitment to teaching undergraduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential and evidence of excellence in teaching. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching covering a broad spectrum. The Department and its research laboratories are housed in the 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in Information Technology Research Centre (ITRC), a provincial Centre of Excellence that supports basic and applied research in information technology. For further information about the Department, please see http://math.uwaterloo.cats_dept. Applications should include a curriculum vitae and the names of three references and should be directed to the chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; fwtompa@uwaterloo.ca. The position commences during the 1996 calendar year, and applications will be accepted until January 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ECONOMICS

UNIVERSITY OF TORONTO — Assistant Professors of Economics. Tenure Stream Appointments. While appointments may be made in any field, field preferences include Economic Theory, Empirical Industrial Organization, International Economics, Macroeconomics, Applied Micro and Public Economics. PhD Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1996; salaries commensurate with qualifications. Interested candidates should write by December 15, 1995, providing a curriculum vitae and the names of three referees to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada.

UNIVERSITY OF VICTORIA — The Department of Economics at the University of Victoria invites applications for two regular full time positions, starting July 1, 1996. These positions will be at either the Assistant or Associate Professor level. Those applying at the Assistant level should have a PhD in hand or be close to completion and show promise of excellence in research and teaching. Those applying at the Associate rank should have established records displaying superior levels of scholarly achievement and teaching. The Department is working toward the implementation of a PhD Program and is interested in individuals capable of significantly enhancing the Department's research capacity and graduate instruction. For one position the Department has a preferred field area in economic history, for the other position fields are open. Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Please send applications, including curriculum vitae and the names of three referees, to Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 3050, MS8532, Victoria, British Columbia, Canada, V8W 3P5. Applicants are also requested to arrange for at least three letters of reference to be sent directly by referees to the Chair of the Search Committee. Applications should be submitted as soon as possible and no later than December 1, 1995.

YORK UNIVERSITY. Faculty of Arts. Department of Economics. Applications are invited for a tenure track position as Lecturer/assistant professor level, subject to budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have an economics PhD degree (or expected in 1996) and the potential to become good teachers and nationally/internationally recognized scholars. While outstanding candidates in any field may apply, we are particularly interested in the field of applied microeconomics (labor, public finance, environmental/natural resources, health). Duties include undergraduate and graduate teaching, research, supervision, and committee service. Applications, including a curriculum vitae and a recent research paper should be sent to: Professor Avi J. Cohen, Chair, Economics, Vari Hall, York University, North York, (Toronto), Ontario M3J 1P3. Candidates should also arrange for three letters of reference to be sent directly to the Chair. Closing date for applications is November 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women.

MCMASTER UNIVERSITY — Department of Economics. Applications are invited for one tenure-track position at the level of assistant professor in the Department of Economics at McMaster University. The Department of Economics is particularly interested in candidates undertaking research in the field of macroeconomics, especially international macroeconomics. The successful candidate will be joining, and will be expected to operate effectively in, a research-oriented department with an active graduate programme leading to the degrees of M.A. and PhD in economics. She or he will hold, or be in the final stages of working towards, a PhD in economics. Responsibilities will include undergraduate and graduate teaching, and the supervision of graduate students. The successful candidate will also be expected to carry out an independent research programme yielding significant peer-reviewed publications. The position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. The position will commence July 1, 1996, and is subject to budgetary approval. McMaster University is committed to the principles of employment equity, and encourages applications from all qualified candidates, including women, indigenous peoples, persons with disabilities, and individuals from visible minority groups. Interested candidates should send an application, including a curriculum vitae and the names of three academic referees, to: Professor M. Denny, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4; telephone: (905) 525-9140, x24591; facsimile: (905) 521-8232; electronic mail: Harrison@McMaster.CA, to whom further enquiries can also be directed. The closing date for applications is November 15, 1995.

UNIVERSITY OF TORONTO — Assistant Professors of Economics. Tenure Stream Appointments. The field preference is Economic Theory. PhD degree or equivalent with solid training in applied econometrics, as well as in the field of specialization. Appointments effective July 1, 1996; salaries commensurate with qualifications. Interested candidates should write by November 15, 1995, providing a curriculum vitae and the names of three referees to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada.

UNIVERSITY OF BRITISH COLUMBIA — Several visiting positions for 1996-97 to replace faculty on leave. All fields of economics considered. Duties: teaching and research. PhD or equivalent, university teaching experience, and research accomplishment commensurate with experience required. Proven excellence in teaching will be highly valued. Rank and salary appropriate to qualifications and experience. Limited allowance for moving. Preference given to those holding regular positions at other universities. Foreign applicants are required to hold and retain a regular position at an institution outside Canada to satisfy immigration requirements. Applications close when positions filled, but not before December 15, 1995. Application including c.v., names of references, samples of research papers and a summary of teaching evaluations should be sent to Professor Ashok Kotwal, Head, Department of Economics, The University of British Columbia, Vancouver, B.C., V6T 1Z1. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF CALGARY Department of Economics invites applications for one entry level tenure-track position at the Assistant Professor rank, beginning July 1, 1996. The only fields which will be considered are industrial organization or macroeconomics. Candidates must have a PhD in Economics, or be near completion, and must show promise of excellence in research and teaching. Duties include teaching at the undergraduate and graduate level, supervision of graduate students, research, and university service. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Send an application letter, a curriculum vitae and the names of three referees by December 1, 1995 to: Robert McRae, Head, Department of Economics, 2500 University Drive N.W., Calgary, Alberta T2N 1N4 Fax: (403) 282-5262.

THE UNIVERSITY OF ALBERTA, Department of Economics has an opening for a tenure-track appointment at the assistant or associate professor level, commencing July 1, 1996. The Department is seeking candidates with a specialization in microeconomic theory with concentration in information economics, decision theory, game theory and/or economics of organizations. Entry level applicants are expected to have a PhD (or be close to completion) and they should display promise of quality teaching and research. Candidates at the associate level are expected to have well established teaching and research credentials. Salary commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three references who have been asked to send confidential letters of assessment) to Melville McMillan, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 15, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, person with disabilities, and members of visible minorities.

DIRECTEUR-TRICE GÉNÉRAL-E

La Fédération canadienne des études humaines (FCÉH) et la Fédération canadienne des sciences sociales (FCSS) sont deux organismes à but non lucratif qui font la promotion de la recherche et de l'enseignement des sciences humaines et sociales. Elles regroupent environ 70 universités et collèges et plus de 50 sociétés savantes et 20 000 universitaires. Les deux fédérations sont sur le point de se fusionner pour former une nouvelle organisation qui entreprendra ses activités le 1er avril 1996. La personne retenue pour la position entrera en fonction le 1er janvier 1996 et sa tâche consistera à gérer l'étape de la fusion et à diriger la nouvelle organisation au cours des premières années de ses activités.

Le, la directeur-trice général-e sera chargé-e de réaliser les buts et objectifs de la nouvelle organisation et relèvera du nouveau conseil d'administration élu. Cette personne sera notamment responsable des dossiers d'actualité, proposera des orientations, planifiera et administrera des programmes et des projets et gérera le bureau et son personnel. L'établissement de bons rapports professionnels avec le personnel du bureau, les membres élus, les représentant-es d'associations, du gouvernement et d'autres organismes du domaine des sciences humaines et sociales et autres domaines semblables fera également partie de ses fonctions.

Endroit : Ottawa (Ontario)

Qualifications :

- diplôme universitaire de deuxième cycle en sciences humaines ou sciences sociales
- aptitude manifeste à l'administration, notamment de grandes compétences organisationnelles
- connaissance du milieu universitaire, des organismes de financement et des organisations gouvernementales et non gouvernementales
- capacité d'écrire et de parler couramment le français et l'anglais.

Rémunération :

- Le salaire sera calculé en proportion des qualifications et de l'expérience.
- Le poste comporte d'excellents avantages sociaux.

Le poste est sujet à l'approbation définitive des conseils d'administration de chacune des fédérations. Les personnes intéressées sont invitées à soumettre un curriculum vitae accompagné de trois références, au plus tard le 15 octobre 1995 et à l'adresser au :

Président,
Comité de sélection, FCÉH/FCSS
151, rue Slater, Bureau 415
Ottawa (Ontario) K1P 5H3

EXECUTIVE DIRECTOR

The Canadian Federation for the Humanities and the Social Science Federation of Canada are two not-for-profit organizations promoting research and teaching in the humanities and social sciences. They comprise approximately 70 Universities and Colleges, over 50 learned societies, and more than 20,000 Academics. The two Federations are working towards an amalgamation which would result in a new organization to commence operation April 1, 1996. The successful candidate will take office on January 1, 1996 in order to manage the amalgamation process, and lead the new organization in its initial years.

The Executive Director will be responsible for the execution of the new organization's aims and objectives and will report to its elected Board of Directors. Major responsibilities will include advising on emerging issues, proposing policy options, planning and administering programmes and projects, and managing of the office and its staff. Central to the Executive Director's duties will be developing collaborative working relationships among office staff, elected members, association officials, governmental and other agencies working in the humanities, social sciences and similar areas.

Location: Ottawa, Ontario

Qualifications:

- a graduate degree in a humanities or social science discipline
- demonstrated administrative competence including strong organizational and administrative skills
- familiarity with the academic community, funding agencies, governmental and non-governmental organizations
- written and oral fluency in both French and English

Compensation:

- Salary commensurate with qualifications and experience
- Excellent employee benefits are provided

The position is subject to final approval of the Boards of each Federation. Interested candidates are invited to submit a résumé, with the names of three referees, no later than October 15, 1995 to:

Chairperson,
CFH/SSFC Selection Committee
151 Slater Street, Suite 415
Ottawa, Ontario K1P 5H3

UNIVERSITÉ D'OTTAWA | UNIVERSITY OF OTTAWA

ÉCOLE DES SCIENCES INFIRMIÈRES
SCHOOL OF NURSING

L'École des sciences infirmières de la Faculté des sciences de la santé désire combler un poste de professeur(e) à temps complet menant à la permanence.

EXIGENCES

1. Maîtrise, de préférence en sciences infirmières.
2. PhD en sciences infirmières ou dans une discipline connexe. Les demandes des candidat-e-s dont les études doctorales sont actuellement en cours seront également retenues.
3. Un dossier actif de recherche.
4. Expérience clinique récente préférablement en soins critiques aux adultes.
5. Certificat de compétence valide de l'Ordre des infirmières et infirmiers de l'Ontario.
6. Connaissance active du français permettant d'enseigner dans cette langue et connaissance suffisante de l'anglais pour comprendre le contenu des communications orales et écrites.

RESPONSABILITÉS

1. Enseignement aux 1er et 2e cycles, en français.
2. Recherches.
3. Direction de projets de recherche/thèses.
4. Pratique clinique et supervision des étudiants.
5. Participation aux activités universitaires.

ENTRÉE EN FONCTION

L'École des sciences infirmières désire combler immédiatement un poste de professeur(e) remplaçant(e) à temps complet, pouvant devenir un poste menant à la permanence dès le 1er juillet 1996.

RANG ET SALAIRE

Selon les titres, les qualifiés, l'expérience, conformément à la convention collective.

Le poste sera comblé sous réserve des disponibilités budgétaires.

Conformément aux exigences des Service Canadiens de l'immigration, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

L'Université a une politique d'équité en matière d'emploi. L'École des sciences infirmières encourage fortement les hommes à poser leur candidature.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae et le nom de trois répondant-e-s à:

Madame Denise Alcock
Directrice, École des sciences infirmières
Doyenne associée, Faculté des sciences de la santé
Université d'Ottawa
451, chemin Smyth, pièce 3027
Ottawa (Ontario) K1H 8M5

Fin de l'affichage: **le 1 décembre 1995**

Dalhousie University
Dean of Law

Dalhousie Law School is seeking applications and nominations for the position of Dean. The appointment will become effective no later than July 1, 1996 and will be a five year term.

Founded in 1883, Dalhousie Law School offers the Bachelor of Laws, Master of Laws, and the Doctor of Jurisprudence degree programs. The School is particularly known for its offerings in the areas of marine, environmental and health law. With a full-time faculty of 35 professors, the School admits approximately 150 new students each year. The faculty members are independent in character with wide-ranging research interests, and share a commitment to teaching excellence, scholarship and public service. The School values its close relationship with the practicing Bar, and the full-time faculty is supplemented by a number of part-time members.

The Dean provides academic leadership to the faculty, and advises the President on appointments, promotion, tenure, budgetary matters, fund-raising, management and human relations. The Dean is expected to work cooperatively with the Bar Society, government agencies, and the Law School Alumni. Significant administrative experience, including a proven ability to work well with a large and diverse group of people, would be a valued asset.

Dalhousie University is an Employment Equity / Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

Persons interested in applying for the position should give full details of teaching, research and management experience. Applications should be accompanied by a curriculum vitae and the names of three referees who can be contacted by the Committee.

Materials should be sent to:

Dr. Deborah Hobson
Vice-President (Academic and Research)
Dalhousie University
6299 South Street
Halifax, NS B3H 4H6

The deadline for applications is December 8, 1995.

ANNONCES CLASSÉES

ENGINEERING

UNIVERSITY OF NEW BRUNSWICK — Department of Civil Engineering. Applications are invited for a tenure-track position in the Department of Civil Engineering, University of New Brunswick, Fredericton, New Brunswick, at the Assistant Professor level commencing July 1, 1996, subject to budgetary approval. The Department is searching for teaching and research expertise in the area of geotechnical engineering. Candidates should have completed a PhD degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching, research and the engineering profession. The successful candidate will be expected to teach undergraduate and graduate courses in geotechnical engineering and to assist in the teaching of other engineering courses at the undergraduate level. He or she will engage in research in geotechnical engineering and provide guidance to graduate students working in the geotechnical field. In addition, the successful candidate will contribute to the geotechnical aspects of the Geological Engineering Program. Applications, with a curriculum vitae and the names of three references, are to be sent to: Dr. Dale I. Bray, Chair, Department of Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The closing date for application is January 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Civil Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the area of Environmental Engineering commencing January, 1996 or earlier if available. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, and to develop a research capability in the area. Applicants should have a basic degree in Civil Engineering, and an earned PhD in the field of environmental engineering. Experience in solid and hazardous waste management, environmental assessment and pollution analysis, and water and waste treatment, and capability of teaching hydrology, hydraulics, and relevant core courses at the undergraduate level will be an asset. The successful applicant must be eligible for registration as a Professional Engineer in Newfoundland. The Faculty of Engineering and Applied Science has well established co-operative undergraduate and active graduate programs in the major disciplines including a new MASc program in environmental engineering and applied science. Applicants should send a curriculum vitae, a statement of their specific teaching and research interests, names of three referees, and three representative technical publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X5; Reference: CIV-95-02; Fax: (709) 737-4935. The Search Committee will begin to review applications starting October 31, 1995, and will continue to do so until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to equity in employment.

CONCORDIA UNIVERSITY — Centre for Building Studies. The Centre invites applications for a tenure-track faculty position at the rank of Assistant or Associate Professor in the area of Building Science, especially as it relates to the biodimatic aspects of the building and to the building fabric. Successful candidates will have a PhD in building engineering or the equivalent in this area with accomplishments in terms of research publications and/or comparable related experience. Duties include teaching at graduate and undergraduate levels, supervison of M.A.Sc. and PhD students, research and generating research funding. Eligibility for membership in a Canadian professional association is required. Although the language of instruction at Concordia University is English, bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete résumé wich three references to: Dr. F. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with the Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

CONCORDIA UNIVERSITY — Centre for Building Studies. The Centre invites applications for a tenure-track faculty position at the rank of Assistant or Associate Professor in the area of Building Structural Systems and their relation to other building subsystems such as the building envelope using the latest computer applications to achieve the best performing integrated building system design. Successful candidates will have a PhD in building engineering or the equivalent in this area with accomplishments in terms of research publications and/or comparable related experience. Duties include teaching at graduate and undergraduate levels, supervision of M.A.Sc. and PhD students, research and generating research funding. Eligibility for membership in a Canadian engineering professional association is required. Although the language of instruction at Concordia University is English, bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete résumé with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with the Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

UNIVERSITY OF WATERLOO — Systems Design Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The candidate should possess a PhD and have a strong research record in the areas of Ergonomics, Human Factors or Human Systems Engineering and Design. The candidate would be expected to take a leadership role in developing a research program and should have a strong computing background. Industrial experience and eligibility for registration on a Professional Engineering Association are desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. Application packages may be requested from Prof. Keith W. Hipel, Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The closing date for applications is November 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages application from all qualified individuals, including women and men, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before January 1, 1996.

ENGLISH

UNIVERSITY OF VICTORIA — The Department of English, University of Victoria, invites applications for a tenure track position in Professional Writing, beginning July 1, 1996. The appointment will be made at the rank of Assistant or Associate Professor. Applicants should have a doctorate in English, Professional Writing, Rhetoric, or Journalism; in addition, they should have practical experience as either professional writers or editors, as well as hands-on experience with electronic media. The Department offers a range of courses in government, business, technical and scientific writing, as well as courses in Hypertext and on-line research as part of its minor in Professional Writing. Letters of application, CV's including all university transcripts, and letters from three referees should be sent by December 1, 1995 to Evelyn Cobley, Chair, Department of English, University of Victoria, P.O. Box 3070, Victoria, B.C., Canada V8W 3W1. This position is subject to funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

UNIVERSITY OF TORONTO — Department of English. Applications are invited for a tenure-stream position, subject to final budgetary approval, Assistant Professor, Department of English and University College, University of Toronto. Qualifications: PhD in English or Drama with specialization in twentieth-century drama in English. A sub-field in theatre history or performance history will be particularly valuable. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in twentieth-century drama. Duties consist of research and undergraduate teaching in English and in the University College Drama Program, eventually graduate teaching in English. Applicants must demonstrate clear strength in both research and teaching. Salary commensurate with experience and qualifications (current base salary, Asst. Prof: $38,200). Send applications and c.v. to Prof. T.H. Adamowski, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 1A1. Have 3 letters of reference (or dossier) sent directly to Department as soon as possible. Include one writing-sample of not more than 25 pages. Applications arriving after 20 November may be too late. Appointment commences 1 July 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Department of English. Applications are invited for a tenure-stream position, subject to final budgetary approval, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in nineteenth-century British literature, with major specialization in either poetry or prose non-fiction. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in nineteenth-century British literature. Duties consist of research and undergraduate teaching (eventually graduate teaching). Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications (current base salary, Asst. Prof: $38,200). Send applications and c.v. to Prof. T.H. Adamowski, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 1A1. Have 3 letters of reference (or dossier) sent directly to Department as soon as possible. Include one writing sample of not more than 25 pages. Appointment commences 1 July 1996. Applications arriving after 20 October may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Landed Immigrants (Permanent Residents of Canada). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

SIMON FRASER UNIVERSITY — Department of English. A tenure-track Assistant Professorship in English Literature. Starting 1 September 1996. Qualifications include a PhD and demonstrated strengths in teaching and research. Fields: Romantic Period. Application, CV, names of three referees, and a statement of reasons of applying for the position should be sent to Dr. K. Mezei, Chair, Department of English, Simon Fraser University, Burnaby, B.C. V5A 1S6 by 15 December 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment, and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary approval.

UNIVERSITY OF TORONTO, Scarborough College — English. Applications are invited for a tenure-stream position, Assistant Professor, Division of Humanities, Scarborough College, University of Toronto. Qualifications: PhD in English with major specialization in 18th-century literature. Applications are welcomed from candidates qualified to carry out research in 18th-century literature (research with an orientation in cultural studies is desirable), and to teach at the undergraduate and graduate levels. Applicants must demonstrate excellence in both research and teaching. Salary commensurate with experience and qualifications (current base, Assistant Professor, $38,200). Send letter of application, c.v., and writing sample of no more than 25 pages to Professor Lorna Jane Abray, Chair of the Division of Humanities, Scarborough College, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 and arrange to have three confidential letters of reference (and/or confidential dossier) sent directly to the Chair as soon as possible. Appointment commences July 1 1996. Applications arriving after November 15 1995 may be too late. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO, Scarborough College — English. Applications are invited for a tenure-stream position, Assistant Professor, English, Division of Humanities, Scarborough College, University of Toronto. Qualifications: PhD in English with major specialization in global Anglophone literatures. We are particularly interested in literatures of the Caribbean, Africa, or the Indian subcontinent, but will consider candidates focusing on other regions. Applications are welcomed from candidates qualified to carry out research in global Anglophone literatures and to teach at the undergraduate and graduate levels. Applicants must demonstrate excellence in both teaching and research. Salary commensurate with experience and qualifications (current base salary, Assist. Prof: $38,200). Send letter of application, c.v., and one writing sample of no more than 25 pages to Professor Lorna Jane Abray, Chair of the Division of Humanities, Scarborough College, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 and arrange to have three letters of reference (or confidential dossier) sent directly to the Division as soon as possible. Appointment commences 1 July 1996. Applications arriving after November 15th 1995 may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Landed Immigrants (Permanent Residents of Canada). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities. Subject to budgetary approval.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1996 and subject to final budgetary approval. Candidates whose specialty is in Eighteenth Century Poetry and Prose are encouraged to apply. Applications should hold a PhD or its equivalent. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada E3B 5A3. The deadline for applications is 1 December 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position in Creative Writing at the Rank of Assistant Professor, effective 1 July 1996 and subject to final budgetary approval. In addition to teaching literature courses at undergraduate and graduate levels, the successful candidate will be expected to teach Creative Writing at both levels

University of Alberta
Edmonton

Dean, Faculty of Agriculture, Forestry and Home Economics

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Agriculture, Forestry, and Home Economics. The Faculty includes the Departments of Agricultural, Food and Nutritional Sciences, Human Ecology, Renewable Resources, and Rural Economy. The undergraduate programs lead to B.Sc. degrees in Agriculture, Agricultural/Food Business Management, Environmental and Conservation Sciences, Forestry, Human Ecology, and Nutrition and Food Sciences. A two-year pre-veterinary medicine program is also offered. The Faculty's four departments offer programs leading to advanced degrees at the Masters and Ph.D. level. The Faculty has a strong research program which it regards as essential to achieving and maintaining high quality in all its programs. Facilities are among the best in the country and include nine research stations located across the province. The Faculty has approximately 100 faculty members, 1300 undergraduate students and 300 graduate students.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. He or she must have the ability to create a vision for the Faculty and the ability to lead the Faculty in bringing that vision into being. Candidates should have previous administrative experience, proven leadership ability, strong academic qualifications, and a commitment to the promotion of excellence in teaching, research and community service.

The appointment will take effect July 1, 1996 or at a mutually-agreeable date. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by December 1, 1995 to:

Dr. D. Owram
Vice-President (Academic)
Third Floor University Hall
University of Alberta
Edmonton, Alberta
Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE NOVA SCOTIA HEARING AND SPEECH CLINIC

is seeking a dynamic individual as Director who will lead a team of professional and support staff in one of the largest speech-language pathology and audiology programs in Canada. Responsible for all professional activities of the Clinic and maintaining a superior standard of service, the Director is the liaison between administration, staff, Department of Health, Dalhousie University, and other agencies. A well established program providing comprehensive services, the Nova Scotia Hearing and Speech Clinic:

- is accredited by the Canadian Association of Service Programs
- has a staff of nearly 100 persons located in Halifax and 23 satellites
- provides teaching/practicum experiences to over 90 Graduate students

The successful candidate must hold a Doctoral degree in either Speech-Language Pathology or Audiology, and be eligible for or certified by the Canadian Association of Speech-Language Pathologists and Audiologists. The Director must have an extensive clinical, teaching and research background, including at least five (5) years of clinical experience and three (3) years of management experience.

Competitive Salary and Benefits.

If you meet all the requirements, please send complete resume and list of references by **January 15, 1996** to:

Search Committee for Director
NOVA SCOTIA HEARING AND SPEECH CLINIC
5599 Fenwick Street
Halifax, Nova Scotia,
Canada B3H 1R2

President
University of New Brunswick

The University of New Brunswick invites applications and naminations for the pasition af President and Vice-Chancellor. The appaintment begins 1 July 1996.

Large enaugh ta affer a braad array af educatianal aptians yet small enaugh ta pravide an intimate learning enviranment that encaurages persanal grawth, UNB delivers undergraduate and graduate programs ta approximately 12,500 full- and part-time students, with Faculties af Administratian, Arts, Camputer Science, Educatian, Engineering, Farestry and Enviranmental Management, Law, Nursing, Physical Educatian and Recreatian, and Science an its Frederictan campus and Faculties af Arts, Business, and Science, Applied Science and Engineering an the Saint Jahn campus. Faurteen externally funded chairs and a hast af dedicated research units are part af a vigarous research program having a particular focus an partnerships with gavernment and the private sectar. UNB in recent years has consistently met its balanced aperating budget targets and enjays a strang financial pasitian. Expansian af international linkages cantinues ta be a priarity.

The President and Vice-Chancellar is the chief executive afficer, a member af the Baard af Gavernars and Chair af the Senates. The successful candidate will have strang leadership qualities, significant administrative experience and accamplishments, a tharaugh grasp af issues in past-secandary education, and the ability ta wark callegially and effectively with the University cammunity and with alumni, gavernments, and ather external canstituencies.

This advertisement is directed ta Canadian citizens and permanent residents. The University af New Brunswick is cammitted ta the principle af emplayment equity. Applicatians and naminatians may be made in canfidence ta the address shawn at left. The applicatian deadline is 1 December 1995 ar until the pasitian is filled.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

and to supervise graduate students in the creative writing program. Preference will be given to candidates who hold the PhD in any area of Literature in English. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada E3B 5A3. The deadline for applications is 1 December 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

TRINITY WESTERN UNIVERSITY — English. Subject to budgetary approval, Trinity Western University invites applications for a tenure-track position as assistant professor of English to begin August 15, 1996. Candidates should hold a completed PhD. The area of specialization is negotiable, but competence in eighteenth century literature, and the eighteenth and nineteenth century novel, is desirable. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Phillip Wiebe, Assistant Dean, Trinity Western University, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, the advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

UNIVERSITY OF OTTAWA — The Department of English of the University of Ottawa announces the opening of two full-time, tenure track positions at the Assistant Professor level, starting July 1st 1996. Areas of interest: Postcolonial, Old English, and Canadian. Qualifications include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference forwarded before November 15th 1995 to: Dr. Camille La Bossière, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

WILFRID LAURIER UNIVERSITY — The Department of English, Wilfrid Laurier University, invites applications for a tenure-track position at the Assistant Professor level. The Department is interested in candidates with expertise in one or more of the following areas: Cultural Studies; Gender Theory; Genre Theory; Twentieth-Century Studies (especially Ethnic or Minority Literatures). Assignments will include the teaching and development of courses in the Department's Honours and General programs, as well as courses in the Graduate program, the focus of which is Literary Studies in Gender and Genre. PhD required; publications and teaching experience preferred. Appointment effective 1 July 1996. Closing date of applications: November 15, 1995. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference, to: Dr. Paul Tiessen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Department of English. Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with major specialization in 19th- or 20th-century American literature. A sub-field in Native North American literature is desirable. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in American literature. Duties consist of research and undergraduate teaching (eventually graduate teaching). Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications (current base salary, Assist. Prof: $38,200). Send applications and c.v. to Prof. T.H. Adamowski, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 1A1. Have 3 letters of reference (or dossier) sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 1996. Applications arriving after 13 October may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

FAMILY MEDICINE

THE UNIVERSITY OF CALGARY, Department of Family Medicine and the Alberta Primary Care Research Unit invite applications for a full-time academic position as an independent investigator in health services research. Qualifications include an MD, or PhD in related area; familiarity with issues relevant to the delivery of primary health care services; and experience collaborating with a multidisciplinary team of clinical investigators. The successful candidate must compete successfully for salary support from the Alberta Heritage Foundation for Medical Research as a Population Health Investigator, and will have 75% of time protected for research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please submit a curriculum vitae, a letter outlining career goals, and the names of three references, by October 31, 1995, to: R. W. Elford, M.D., Chair, Selection Committee, Department of Family Medicine, Unit 52, Lougheed Centre, 3500 26 Avenue N.E., Calgary, AB T1Y 6J4.

FAMILY STUDIES

UNIVERSITY OF GUELPH — Division of Applied Human Nutrition, Department of Family Studies. Two tenure track Assistant Professor positions in applied human nutrition in the Division of Applied Human Nutrition, Department of Family Studies, University of Guelph. Appointments Committee will begin reviewing applicant materials in December 1995 with appointment for July 1, 1996 or September 1, 1996. Teaching responsibilities for the successful candidate will include three to four courses at the undergraduate or graduate level over the course of the academic year. Teaching will be in courses in clinical nutrition, nutritional assessment, nutrition recommendations. Responsibilities will include advising undergraduate students. Graduate teaching will include supervision of MSc and PhD students in Applied Human Nutrition and may involve coordination of the Guelph-Chedoke McMaster Graduate Clinical practicum. The incumbent will be expected to establish an active research program. A PhD in applied human nutrition, nutritional epidemiology or closely related field is preferred. Preference will be given to candidates who hold membership or are eligible for membership in the Canadian Dietetic Association. Preference will also be given to candidates who have experience in hospital or community-based clinical dietetics. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. Applicants should send a curriculum vitae, transcripts, examples of research papers and names of three referees to: Donna M. Woolcott, Chair, Department of Family Studies, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario N1G 2W1; Telephone: (519) 824-4120, ext. 6326; Fax: (519) 766-0691; e-mail: dwoolcot@lacs.uoguelph.ca.

FILM & VIDEO

UNIVERSITY OF REGINA. Department of Film and Video. Applications are invited for a tenure-track appointment in film and video production at the rank of Assistant professor to commence July 1, 1996. The successful candidate will be expected to teach production classes in film and in video in a BFA programme and carry out creative and research work related to production. Applicants should have graduate degrees in film production or related fields and a background in film production. Evidence of teaching ability would be an asset. Please submit applications with curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters by December 15, 1995 to: Dr. Michael Rudnton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

CANCELLED

FRENCH

UNIVERSITY OF ALBERTA — French. Applications are invited for three tenure-track positions in French, effective July 1, 1996, at or near the floor of the rank of Assistant Professor, in the Department of Modern Languages and Comparative Studies at the University of Alberta. The 1995-96 minimum salary for Assistant Professors is $39,230. Applicants must have a PhD, a native or near native proficiency in French, a demonstrated interest in research, and strong teaching potential. Teaching duties will include responsibilities in both undergraduate and graduate programs, and the successful candidates will be expected to contribute to the development and teaching of programs in French in general as well as to teach in their areas of expertise. The Department is in the process of redesigning its programs and the research interests of new appointees will play a major role in determining their direction. Applications are invited for all specializations in French. For example, candidates might offer any of the following as their area of expertise: Literary History, Theory and Criticism, French Intellectual History, Cultural Practices, Francophone Studies, Translation Studies, or French-Canadian Studies. The Department would like to make one of these three appointments in language and invites applications in particular from suitably qualified candidates with a background and research interests in applied linguistics or second language learning. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a résumé and three letters of recommendation, should be sent by December 1, 1995, to Dr. Richard A. Young, Chair, Department of Modern Languages and Comparative Studies, University of Alberta, Edmonton, Alberta T6G 2E6. This appointment is subject to available funding. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITÉ QUEENS — La Département d'Études françaises de l'Université Queen's à Kingston met en concours un poste au rang de professeur(e) adjoint(e) pouvant conduire à la permanence. Les candidat(e)s devront détenir un doctorat et pouvoir démontrer leur aptitude à la recherche et leur efficacité dans l'enseignement à tous les niveaux. La langue de travail du Departement d'études françaises est le français et la langue administrative de l'Université est l'anglais. Le département cherche des candidat(e)s possédant des qualifications en littératures de la francophonie (hors Europe et hors Québec). L'Université Queen's pratique une politique d'équité en matière d'emploi et invite des candidatures de personnes qualifiées, en particulier de femmes, d'autochtones, de personnes handicapées et de membres de minorités visibles. Salaire: selon l'expérience. Date d'entrée en fonction: le 1er juillet 1996. Date limite pour les candidatures: le 15 novembre 1995. Les candidat(e)s sont prié(e)s d'envoyer un curriculum vitae, un échantillon démontrant la qualité de leur publications, et de faire parvenir directement aux lettres d'appréciation à: J.-J. Hamm, Directeur, Département d'Études françaises, Queen's University, Kingston, Ontario, K7L 3N6.

GEOGRAPHY

UNIVERSITY OF VICTORIA — Department of Geography. Applications are invited for a tenure-track Assistant or Associate Professor position, effective July, 1996. PhD required. The successful candidate will contribute significantly to an active department in two of its four major teaching and research areas: environment and resource studies; physical geography; social, cultural and urban geography; GIS, remote sensing and quantitative methods. Further information on the department can be obtained through World-Wide Web, URL — http://geography.uvic.ca/homepage.html. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is committed to an employment equity programme. Therefore, this advertisement is directed in the first instance to women, aboriginal people, persons with disabilities, and visible minorities. Preference will be given to women candidates. Applications, including curriculum vitae and names of at least three referees should be sent to: Michael C.R. Edgell, Chair, Department of Geography, University of Victoria, Box 3050, Victoria, British Columbia, Canada, V8W 3P5. Phone: (604) 721-7325, Fax: (604) 721-6216; e-mail edgell@uvvm.uvic.ca. Application closing date: November 30, 1995.

GEOLOGY

UNIVERSITY OF NEW BRUNSWICK — Earth Science GIS. Applications are invited for a tenure track position at the Assistant Professor level in Earth Science GIS and Remote Sensing beginning July 1, 1996, subject to budgetary approval. A knowledge of CARIS and/or PCI software will be advantageous. The successful applicant will be required to teach an existing course in computer based geological mapping to develop a new earth science GIS and Remote Sensing course(s) at the undergraduate/graduate level and will also be required to teach an additional course in the Earth Sciences. The Department has a well equipped externally funded research and development laboratory with CARIS and PCI software SUN workstations, PC's and ancillary equipment. The GIS laboratory is actively involved in developing GIS software applications in CARIS specifically for Earth Science use. The Department also has a student laboratory with ten PC's available for teaching. Please send applications, including curriculum vitae, publication list, statement of research plans, and arrange for three letters of recommendation to be sent directly by November 15, 1995 to: Dr. Paul Williams, Chair, Search Committee, Department of Geology, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

GERMAN

UNIVERSITY OF NEW BRUNSWICK — Applications are invited for a probationary tenure-track position in German which is expected to commence July 1, 1996. The appointment is subject to budgetary approval and will be at the assistant professor level. A completed PhD, native or near-native fluency, and demonstrated research potential are required. Experience in and commitment to teaching are essential. The Department offers undergraduate and graduate (MA) courses in German language, literature, linguistics, and translation. The Department is also responsible for publishing The International Fiction Review. The candidate will be responsible for teaching language courses at all levels, and literature courses in general. Expertise and interest in teaching translation theory and practice, linguistics, and comparative literature would be an asset. A curriculum vitae, copies of publications, and the names of three referees should be sent to Chair, Department of German and Russian, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must be received by January 15, 1996. The University of New Brunswick is committed to the principle of employment equity.

GERONTOLOGY

MCMASTER UNIVERSITY — Gerontology. A two-year contractually limited appointment will be made in Gerontology at the Assistant Professor level, commencing July 1, 1996, subject to budgetary approval. Salary commensurate with qualifications and experience. Candidates with PhD are preferred. The position includes teaching first-year classes and some administrative responsibilities. Candidates in Social Sciences, especially Anthropology, Economics, Physical Education, Political Science, Religious Studies, Social Work, and Sociology are encouraged to apply. The University offers a three-year B.A. and a four-year Honours programme in Gerontology and Another Subject and a planning for graduate programmes in Gerontology. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three references should be submitted by December 1, 1995 to: Dr. Carolyn J. Rosenthal, Director, Office of Gerontological Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1.

SIMON FRASER UNIVERSITY, Gerontology Program. Applications are invited for two tenure-track positions at the rank of Assistant Professor commencing September 1, 1996. One position will be filled by an individual with expertise in environment and aging, the other with specialization in health promotion and/or epidemiology of aging. Qualifications include a PhD, demonstrated teaching ability, and a strong publishing record. The two successful candidates will teach for both the existing Post-Baccalaureate Diploma Program in Gerontology and the new Masters of Arts in Gerontology. The Matten

The University of Auckland - New Zealand

Lectureship in Media Studies

Limited Term - 3 Years
Centre for Film, Television and Media Studies

Vacancy UAC.655

The University of Auckland seeks a Lecturer able to design, co-ordinate and teach courses in Media Studies for first year students. These courses will examine media in terms of the interaction between technology, economics, politics and culture, and will also explore 'media language' (genres, conventions, codes of representation). It will also be an advantage to be able to teach Film Studies, Television Studies, or Cultural Studies (with an emphasis on the British tradition of Cultural Studies). An ability to teach advanced papers and to supervise graduate research would also be required.

Applicants should have a PhD in Media Studies or a related field, or equivalent qualifications.

Commencing salary will be established within the range NZ$42,500 - NZ$51,500 per annum.

Closing date: 31 October 1995.

Senior Research Fellowship

Faculty of Arts, (One Year Appointment)

Vacancy UAC.639

The Fellowship is awarded to enable a scholar of proven ability to carry out research in any field of study associated with the Faculty of Arts. Applicants must have demonstrated a high standard of scholarly ability, and be capable of engaging in research of some significance.

The Faculty welcomes applications from scholars whose research interest relates to the emphasis on interdisciplinary studies in the Faculty's Academic Plan. These include: Asian Studies, Comparative Literature, New Zealand Studies, Women's Studies, Film Television and Media Studies, Linguistics, Latin American Studies, History and Philosophy of Science, Development Studies, and Pacific Studies.

Intending applicants must be able to show that their research can be undertaken while based in Auckland and that if they require any advice on this they should contact the relevant Head of the Department or the Dean before lodging an application.

The appointment will be for a period of one year only beginning of 1 February 1996 or on a later date to be arranged with the Dean of the Faculty of Arts.

Commencing salary will be established within the range NZ$54,750 - NZ$63,520 per annum.

Closing date: 31 October 1995.

Conditions & Procedures for Both Vacancies

Further information, Conditions of Appointment and Method of Application should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone 64-9-373 7999 ext 5790, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondance.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

Queen's University at Kingston

Environmental Studies with Chemistry, Geography and Geological Sciences

Queen's University has established a School of Environmental Studies through collaboration among the Departments of Biology, Chemistry, Geography and Geological Sciences, supported by other science, social science and humanities departments. The School emphasizes disciplinary strength within a multidisciplinary approach to undergraduate and graduate teaching and research related to environmental issues. We invite applications for three tenure-track appointments, each to be held jointly in the School and one of the Departments of Chemistry, Geography and Geological Sciences, commencing July 1, 1996. Rank and specialties are described below. Salary will reflect qualifications and experience.

Appointees will be expected to develop vigorous, creative programmes of research that complement those of colleagues in the School and the respective department, and to contribute to undergraduate and graduate teaching in the School and department. Candidates must have a proven record or outstanding promise in teaching and research. Experience, enthusiasm, and skills in the area of public awareness of science and public policy on environmental issues are highly desirable.

In accord with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment-equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and members of visible minorities.

Chemistry - Environmental Studies: This is a full-time position at the rank of assistant professor. Research interests may be in any area of environmental chemistry. Individuals eligible for registration as Professional Engineers in Ontario are encouraged to apply. Candidates must have post-doctoral experience. A curriculum vitae and publication list, research proposal(s), and the names of three referees should be sent to **Dr. R.S. Brown, Professor and Head, Department of Chemistry, Queen's University, Kingston, Ontario K7L 3N6.**

Geography - Environmental Studies: This is a full-time position at the rank of assistant professor. Applicants should have a background in physical geography and interdisciplinary research interests in earth system science that complement, rather than duplicate, existing departmental research strengths. Preference will be given to candidates who combine a thematic research interest in hydrology with expertise in applications of remote sensing and GIS to environmental modelling. A curriculum vitae and publication list, samples of scholarly writing, and the names of three referees should be sent to **Dr. John Holmes, Professor and Head, Department of Geography, Queen's University, Kingston, Ontario K7L 3N6.**

Geological Sciences - Environmental Studies: This is a half-time position at the rank of assistant or associate professor. Research interests may be in any area of environmental geology that involves application of the traditional strengths of the Department to current problems in environmental petrology, mineralogy, geochemistry, or the environmental effects of mining. Post-doctoral experience is desirable. Individuals eligible for registration as Professional Engineers in Ontario are encouraged to apply. A curriculum vitae and publication list, samples of scholarly writing, and the names of three referees should be sent to **Dr. H.R. Helmstaedt, Professor and Head, Department of Geological Sciences, Queen's University, Kingston, Ontario K7L 3N6.**

The closing date for applications is **December 1, 1995.** These positions are also advertised in selected disciplinary journals.

ANNONCES CLASSÉES

Program in Gerontology, located at Simon Fraser University Harbour Centre, builds upon the Diploma Program, which was established in 1983, and the expertise, research activities and reputation of the Gerontology Research Centre. The Masters Program offers advanced study in two defined areas within the field of gerontology: aging and the built environment and health promotion and aging. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Closing date: December 31, 1995. These positions are subject to final budgetary authorization. Candidates should send their curriculum vitae, the names of three referees, and a statement of reasons for applying for the position to Dr. Andrew Wister, Graduate Committee Chair, Gerontology Program, Simon Fraser University, 515 West Hastings St., Vancouver, B.C. V6B 5K3; Fax 604-291-5066

HISPANIC & ITALIAN STUDIES

UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies invites candidates with training in Spanish Language Acquisition and Translation and, ideally, a strong commitment to both Modern Peninsular and Latin American Literature to apply for a full-time tenure-track position at the rank of Assistant Professor effective 1 July 1996, subject to budgetary approval. Preference will be given to candidates with a completed PhD, native or near-native fluency in Spanish and English, and a strong commitment to teaching and research. Duties will include teaching Language and Peninsular and Latin American Literature, Culture, and Civilization courses. Applications must include a full curriculum vitae, a transcript of academic record, the names of three referees (who should write directly to the Department Chair), publications (or writing samples), and teaching evaluations. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications and letters of reference are to be sent, or faxed, to: Dr. Elena Rossi, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 3045, Victoria, British Columbia, V8W 3P4. Fax number: (604) 721-6608. The application deadline is 1 November 1995.

HISTORY

SIMON FRASER UNIVERSITY — The Department of History at Simon Fraser University invites applications for a tenure track appointment in 20th Century U.S. History to begin in September 1996. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary authorization. Closing date for receipt of applications is November 17, 1995. Applicants should send a curriculum vitae and three letters of reference to: Dr. Richard Boyet, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

YORK UNIVERSITY — Department of History. Applications are invited for a tenure-track position at the rank of Assistant Professor in the history of New France/Colonial North America with an emphasis on European-Native contact. Required qualifications include a completed PhD, commitment to teaching and an ongoing programme of research with the promise of national eminence. Salary dependent on qualifications and experience. Position is subject to budgetary approval. Candidates should arrange to send a curriculum vitae and confidential letters from three referees to Prof. Adrian Shubert, Chair, Department of History, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Applications must be received by November 15, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY — The Department of History of Wilfrid Laurier University invites applications for a tenure-track position at the rank of Assistant Professor in 20th Century U.S. History effective July 1, 1996. The department is particularly interested in candidates who can combine U.S. political history with Latin American history, but applications are invited from those with other research interests in 20th Century U.S. foreign policy. Applicants should hold a PhD and show promise of excellence in teaching and research. Teaching experience would be an asset. A letter of application, curriculum vitae, and letters from at least three referees should be sent to: Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. The deadline for applications is December 11, 1995. Wilfrid Laurier University encourages applications from qualified women or men, members of visible minorities, aboriginal people, and the disabled.

HOTEL & FOOD ADMINISTRATION

UNIVERSITY OF GUELPH — School of Hotel and Food Administration. Applications are invited for a position at the level of Assistant Professor in the School of Hotel and Food Administration. The School is seeking applicants who will play a major role in the development of its food and foodservice courses and related research. Responsibilities will include: teaching at the undergraduate and graduate levels; participation in the School's advanced management development programs; student advising; developing an active research program, and involvement in the program's public and university service activities. The School has a major commitment in external programs such as the unique Advanced Management Program for the Hospitality Industry (AMPHI) and the Hospitality Manager's Development Course (HMDC). The preferred teaching areas are: quantity food, hospitality management, and cultural aspects of food, microbiology, sensory evaluation, nutrition, food-service operations. Preference will be given to applicants with: teaching and research experience at undergraduate, graduate level and management development programs; case study teaching and research; a PhD; and, experience in the hospitality industry and/or teaching programs. The position is available from May 1st, 1996. Applications will be accepted until October 31st, 1995. Applicants should send a curriculum vitae and the names of three references to: K. Michael Haywood, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, Canada N1G 2W1, telephone (519) 824-4120, ext. 6118, Fax (519) 823-5532. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval.

LAW

MACQUARIE UNIVERSITY — NSW, Australia. School of Law. Senior Lecturers/Lecturers/Associate Lecturers in Law, Ref No. 4582. Applications are sought from people who are interested in working to foster an innovative approach to teaching and research relating to any area of legal scholarship. The aim of the School is to provide a plurality of interdisciplinary approaches to the study of law. The School has two teaching programs: internal (full time) and distance education (part time). Students receive a thorough preparation for professional practice and other careers. Applicants at Senior Lecturer level would be expected to have completed a higher degree or the equivalent in published work, have substantial teaching experience, a strong record of scholarship and research, and demonstrated administrative capacity. Applicants at Lecturer level would be expected to have made substantial progress towards a higher degree or the equivalent in published work, have a good record in teaching, scholarship and research, and a demonstrated capacity for administration or community outreach. Applicants at Associate Lecturer level must be able to demonstrate a developing capacity to undertake an academic career in law through either progress towards a higher degree or scholarship and research activity. Law teaching experience would be an advantage. One position will be offered on a tenurable basis, one is for a fixed term of five years with the possibility of conversion to tenure, and three positions are available for a two year term with a possibility of a further one year appointment, subject to the continuing need for the positions. Enquiries: Mr. G. Boehringer, ph(612) 850-7085, facsimile (612) 850-7686. Applications close 20 October 1995. Salary ranges: Senior Lecturer (Level C) A$51,692 to A$59,605 per annum; Lecturer (Level B) A$42,198 to A$50,111 per annum; Associate Lectures (Level A) A$29,539 to A$40,087 per annum. Further information about the University, conditions of appointment and the method of application should be obtained from the Recruitment Manager, Personnel Office, Macquarie University, NSW, 2109 Australia or by telephoning (612) 850-9746, facsimile (612) 850-9748. Applications will not be acknowledged unless specifically requested. Equal Employment Opportunity and No Smoking in the Workplace are University Policies.

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences at the University of Alberta invites outstanding applicants for a tenure-track Assistant Professorship position in statistics or applied probability beginning September 1, 1996. A PhD degree is required. We are looking for an individual with very strong proven ability or exceptional demonstrated potential for research; excellent communication skills for teaching and consultation; and, enthusiasm and leadership potential for our Statistics Centre and Industrial Internship Programs, our mechanisms for consulting and placing students with the academic, public and private sectors. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send a curriculum vitae, including a list of publications, and arrange for at least three letters of reference to be sent to: S.O. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. Salary range for Assistant Professor, $39,230 - $55,526. Closing date for applications is January 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MATHEMATICS

SIMON FRASER UNIVERSITY — The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure-track position in Applied and Computational Mathematics at the Assistant Professor level starting September 1st, 1996. At this time our emphasis is on complementing current strengths in mechanics (fluids and solids) and scientific computing, and developing new expertise in industrial and environmental modelling. Applicants are expected to have completed a PhD degree at the time of appointment, have post-doctoral experience or a proven research record, and be able to demonstrate strong potential in both research and teaching. Applications, including curriculum vitae, descriptive statements on research plans and teaching activities should be sent, by 15 December 1995, to: Dr. Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent directly from the referees. Further information on the department and the university can be found on the WWW site http://www.cecm.sfu.ca/mast_home.html. The position is subject to final budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The Department of Mathematics and Statistics at Simon Fraser University currently has a dozen faculty members working in applied and computational mathematics and has research excellence in solid and fluid mechanics, numerical analysis, relativity, symbolic computation and optimization. We have approximately 20-25 graduate students (roughly 1/3 of the departmental total) working in these areas, and we offer a graduate degree in Applied and Computational Mathematics. In total, the department has 35 faculty and 5 lab instructors and offers undergraduate programs in applied & computational mathematics, pure mathematics, and statistics and actuarial mathematics. In addition to a high quality research program, we place a strong emphasis on encouraging innovation and commitment to teaching. We have co-op programs at both the graduate and undergraduate levels. Our first year mathematics and statistics courses are supported by an excellent workshop system that provides students with one-on-one contact with teaching assistants and instructors and an environment designed to develop a community of learning. Research and instruction are supported by an extensive university computing network and the department itself has a research network of more than 40 Sun stations and over a dozen Silicon Graphics machines (many of which are located in the Centre for Experimental and Constructive Mathematics). Being located atop Burnaby Mountain in Vancouver, one of the most beautiful cities in the world, the University offers a marvelous working environment.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF NEW BRUNSWICK — Department of Mathematics and Statistics invites applications for a tenure-track position in statistics at the Assistant Professor level, effective July 1, 1996, subject to budgetary approval. Candidates are expected to have a PhD in statistics and to have a commitment to teaching and research. Preference will be given to candidates with experience in statistical consulting and whose expertise could enable them to collaborate on research with at least one current member of the department. Fields represented in the department are bootstrapping, inference under order restrictions, operations research and time series. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3; e-mail: dept@math.unb.ca; Fax: 506-453-4705 The deadline for receipt of applications is November 30, 1995.

THE UNIVERSITY OF NEW BRUNSWICK — Department of Mathematics and Statistics invites applications for a tenure-stream position at the Assistant-Professor level, effective July 1, 1996, subject to budgetary approval. Candidates are expected to have a PhD in analysis, applied mathematics, mathematical physics, or topology, and to have a commitment to teaching and research. Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed to: Dr. Jon Thompson Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; e-mail: dept@math.unb.ca; Fax: 506-453-4705. The deadline for receipt of applications is November 30, 1995

MEDICAL IMAGING

UNIVERSITY OF SASKATCHEWAN — Radiologist. The College of Medicine, University of Saskatchewan and the Saskatoon District Health Board at the Royal University Hospital invite applications for positions within the Academic Department of Medical Imaging. The candidate would have major responsibility for development and supervision of Ultrasound as well as some other general duties in the department. A background of a body imaging fellowship with emphasis on Ultrasound or a dedicated Ultrasound fellowship would be ideal. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please forward your letter of application and resume by November 10/95. To: Dr. J. Loewy, Academic Head, Dept. of Medical Imaging, Royal University Hospital, 103 Hospital Drive, Saskatoon, Sask. S7N 0W8.

MUSIC

UNIVERSITY OF REGINA. Department of Music. Applications are invited for a tenure-track appointment at the rank of Assistant Professor to commence July 1, 1996. Applicants should have a PhD (or near completion) in musicology with a strong theory background. Ability to teach in an applied area will be an asset. The Department offers BMus, BMus(Ed), [illegible] honours degrees [illegible] MMus in performance. [illegible] contribution. Please send [illegible] curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters by December 15, 1995 to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

CANCELLED

PHILOSOPHY

UNIVERSITY OF GUELPH — The Department of Philosophy at the University of Guelph invites applications for one and possibly two full-time, tenure track positions at the rank of Assistant Professor, commencing July 1, 1996. Candidates will be expected to have a PhD by the time of appointment. The specialization for the position which has already been approved is in the area of contemporary epistemology and metaphysics in the analytic tradition, together with competence in one or more of the following areas: modern

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UNIVERSITY OF
WINDSOR

CHRYSLER CANADA/NSERC Industrial Research Chairs in Alternate Fuels and Design

The Faculty of Engineering at the University of Windsor seeks candidates in anticipation of the establishment of two Chrysler Canada/NSERC Chairs, in Alternate Fuels and in Design. These chairs will be funded by Chrysler Canada as part of the newly established University of Windsor/Chrysler Canada Automotive Research and Development Centre in Windsor, and by the Natural Sciences and Engineering Research Council of Canada (NSERC) through its Industrial Research Chair program. Imperial Oil will also fund specific research projects within the chairs programs. The chairs involve a number of graduate students, post-doctoral fellows, support staff, equipment and other research support. The funding would be available for an initial five year period, with the possibility of renewal for another five years. The chairs will be supported by facilities available at the Automotive R & D Centre, Imperial Oil and the University of Windsor.

The research activities of both chairs will involve significant interactions with the industrial sponsors. The chairholders will build, manage and lead strong research teams and collaborate with each other and other members of the Faculties of Science and Engineering.

The Alternate Fuels Chair will engage in analytical, numerical and experimental research to improve the efficiency, level of output, durability, exhaust emissions and safety of automotive energy systems and devices of both conventional and non-conventional design. Alternate fuels, including natural gas, propane, methanol, ethanol, and future reformulated gasoline-based motor fuel products, are of specific interest. Lubrication, internal combustion, computational fluid dynamics, heat transfer and numerical modelling are also of interest.

The Design Chair will establish a research and development program as well as develop specific design methodologies and approaches which address relevant problems in the design of selected components and subsystems in the overall automobile fuel system from intake to exhaust. Modern design areas, combined with practical field experience, in product modelling, geometric dimensioning and tolerancing, structural and dynamic analysis, optimization, robust design, simulation and virtual design environments, rapid development and prototyping, life cycle considerations and environmental factors are of specific interest. In addition to the above design research and development activities, the chair is expected to play a leadership role, along with the sponsors, in setting up an advanced, relevant and innovative engineering design education program and curricula which aim at training expert design engineers.

The chairholders will be appointed as tenured or tenure track full or associate professors. The Alternate Fuels chair will be associated with the Department of Mechanical and Materials Engineering. The Design chairholder will be associated with the Department of Industrial and Manufacturing Systems Engineering, with cross-appointment in the Department of Mechanical and Materials Engineering.

Successful candidates must have background and experience relevant to the research and activities of the chairs, including proven research record, substantial industrial experience and demonstrated leadership. They should have a PhD in a relevant discipline such as mechanical or manufacturing engineering and a strong commitment to research and teaching. Also, they should have, or be eligible for, Professional Engineering registration.

These appointments are planned to commence January 1, 1996 or soon thereafter, and are subject to budgetary approvals. Review of applications will commence on **November 1, 1995.**

Candidates should send their curriculum vitae and the names of three referees to **Dr. Hoda A. ElMaraghy, Dean, Faculty of Engineering, University of Windsor, 401 Sunset Avenue, Essex Hall 242, Windsor, Ontario, Canada N9B 3P4** Tel: (519) 253-4232 ext 2566/Fax (519) 973-7053/E-mail: engdean@uwindsor.ca.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ
YORK
UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 1995-96

York University, Faculty of Education, invites applications for two new positions:

Culture and Technology

Teaching: Community and Adult Education

The Context:

The Faculty of Education offers innovative pre-service, professional development and graduate programs. We are committed to building our teacher education programs around academic frameworks for *language, culture and teaching*. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidate:

Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with one of the two vacancies. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointment:

While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment would normally commence by 1 September 1996.

York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Application:

A detailed *letter of application* should address your qualifications and research in relation to the advertised position and to the context described above. Submit your *curriculum vitae*, one sample of your *scholarly writing*, and the names/addresses of *three or more potential referees* to:

Dr. Ston Shopson, Dean, Faculty of Education
c/o S853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Closing Date:

Applications, postmarked up to **October 31, 1995,** will be accepted.

CLASSIFIEDS

philosophy, philosophy of language, philosophy of mind, logic, and the philosophy of science. The specialization for the position described as possible is in the philosophy of science, with competence in one or more of the following areas: modern philosophy, philosophy of language, philosophy of mind, and logic. For both positions it would also be desirable if candidates were able to teach undergraduate courses in environmental philosophy and/or business and professional ethics. In addition to a commitment to teaching at the undergraduate level, the department is looking for candidates who demonstrate the potential to make a strong contribution to our graduate program, by way of teaching, supervision of graduate students and research. At the doctoral level the department has a joint program with McMaster University. Applications, including a curriculum vitae, a statement of research experience and interests, a sample of written work, and letters of support from three referees should be sent to Brian Calvert, Chair, Department of Philosophy, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax (519) 837-8634. Closing date: November 24, 1995. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. These appointments are subject to final budgetary approval.

UNIVERSITY OF TORONTO — The Department of Philosophy, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1996 (subject to budgetary approval). PhD and evidence of excellent teaching required. Area of specialization: 19th-century German philosophy/Continental philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 30 November 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO — Medieval Philosophy. Re-issued. The Department of Philosophy, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1996. PhD and evidence of excellent teaching required. Area of specialization: medieval philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 15 November 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO, Department of Philosophy and Erindale College, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1996. AOS open. The successful candidate will teach undergraduate courses at the Erindale Campus, and graduate courses in the Graduate Department of Philosophy. Qualifications: PhD and evidence of excellent teaching. Salary commensurate with qualifications. Applications, including complete dossier with at least three letters reference, and writing sample, should be sent to: the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Closing date for receipt of applications: 15 November 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHYSICS

SIMON FRASER UNIVERSITY — The Physics Department at Simon Fraser University invites applications for a tenure track faculty position for an experimental condensed matter physicist. The initial appointment will be at the assistant professor level and will take effect in September 1996, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who has a commitment to undergraduate and graduate teaching. Excellent candidates in any area of specialization that will complement and interact with existing programs will be given serious consideration. There is some preference for a candidate in the field of magnetic nanostructures and related areas. The present condensed matter research group consists of twenty-four full time faculty with broad research interests. The Physics Department home page can be accessed via http://www.sfu.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities. Applicants should send their curriculum vitae, publication list, a short statement of teaching and research interests and the names of at least three referees to Professor Robert Frindt, Chair, Department of Physics, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6 by January 15, 1996.

POLITICAL SCIENCE

UNIVERSITY OF TORONTO — The Department of Political Science and the Peace and Conflict Studies Program at the University of Toronto invite applications for a tenure track position in the field of Peace and Conflict Studies. The position will be at the rank of Assistant Professor beginning July 1996. Applicants should have an active research interest in some aspect of the causes of prevention of international, civil or ethnic conflict. Applicants should also have a PhD or be near completion and have a strong record of teaching. Teaching responsibilities will be at the graduate and undergraduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents (landed immigrants) of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should ask 3 referees to send letters of recommendation under separate cover to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 1A1. Deadline December 8, 1995.

SIMON FRASER UNIVERSITY — The Department of Political Science, Simon Fraser University, invites applications for a tenure-track position, at the rank of Assistant Professor, commencing 1 September 1996. Applicants should have a PhD in Political Science or be close to completion. The position is in the field of International Relations with a sub-specialization in International Organization. Experience in teaching quantitative methods would be an asset. This position is subject to final budgetary authorization. Applications will be accepted until 30 November 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and it offect equal employment opportunities to qualified applicants. Applications should be sent together with a c.v. and the names and addresses of three referees to: Dr. Stephen McBride, Chair, Department of Political Science, Simon Fraser University, Burnaby, BC, Canada V5A 1S6.

PSYCHIATRY

UNIVERSITY OF ALBERTA — Psychiatry. Applications are invited from psychiatrists for an academic position in Forensic Psychiatry at the Department of Psychiatry, University of Alberta, Edmonton. The position will be geographically located in the Helen Hunley Pavilion of the Alberta Hospital Edmonton. This is Canada's most modern Forensic facility, a 142 bed purpose-built facility with extensive outreach contacts into the community. The successful candidate will have a proven academic background and will be expected to contribute to the research and teaching of the Department as well as to clinical services. Applicants must be eligible for licensing with the College of Physicians and Surgeons of Alberta. The appointment will be full-time/part-time at an academic level commensurate with qualifications and experience. Salary range: Assistant Professor ($39,230-$55,526) or Associate Professor ($48,572-$69,664). Deadline for applications: October 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should forward their curriculum vitae and names of three references to Dr. Roger C. Bland, Professor and Chair, Department of Psychiatry, University of Alberta, 1E7.44 Mackenzie Centre, Edmonton, Alberta, Canada, T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PSYCHOLOGY

UNIVERSITY OF VICTORIA — The Department of Psychology at the University of Victoria is seeking an Assistant Professor to join our Life-Span Development and Aging Program. Candidates with expertise in social/personality development at any point in the life span (childhood, adolescence, aging) are invited to apply. Specific areas of potential research interest include social cognition, interpersonal development, coping and adjustment, development of the self, successful aging, and person-environment interactions. Applicants should have a PhD in life-span development, developmental psychology, or gerontology, and demonstrate evidence of outstanding potential in research and teaching. This position is subject to University funding. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. Applications, together with the names of three referees, should be sent to: Dr. Roger A. Dixon, Chair, Search Committee, Department of Psychology, University of Victoria, M.S. 7525, P.O. Box 3050, Victoria, B.C. V8W 3P5. Applicants are requested to arrange for at least three letters to be sent directly by referees to the Chair of the Search Committee. Deadline for applications is November 15, 1995.

WILFRID LAURIER UNIVERSITY — Applications are invited for three tenure-track positions at Wilfrid Laurier University. All positions will begin July 1, 1996. One position will be in the area of Community Psychology, with a focus on the psychology of women, women's issues, and community mental health. For the remaining two positions, applications are invited from individuals with teaching and research interests in one or more of the following areas: abnormal/clinical, personality, human neuropsychology, sensation/perception, social, and developmental. One of the positions may be filled by a person with an interest in cultural diversity. In addition, at least one of the successful applicants will have an interest in and an ability to teach research methods and statistics, preferably with a focus on multivariate statistical methods including path analysis and structural equations modelling. All successful applicants will have a commitment to quality teaching and will have a strong and active program of research. Applications should be received no later than Jan. 1, 1996. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to Dr. Keith Horton, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 (email: khorton@mach2.wlu.ca). This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities. The University provides a smoke-free working environment.

UNIVERSITY OF WATERLOO — Psychology. Applications are being accepted for a tenure-track position at the Assistant Professor level in Social Psychology. A PhD is required and responsibilities include teaching at the graduate and undergraduate levels, development of a sustained research program, and supervision of student research. Methodological expertise and an ability to teach graduate statistics are desirable. Send application, curriculum vitae, samples of scholarly work, and three letters of recommendation to Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The application deadline is Nov. 1, 1995; the starting date is Sept. 1, 1996. This appointment is subject to budgetary approval. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology, invites applications for a probationary tenure-track appointment at the assistant professor level. Individ[illegible] area of Cognit[illegible] apply as our intentio[illegible] to hire the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic

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CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the junior Assistant Professor level in the area of Latin Literature, preferably in Latin poetry; ability to teach in other areas such as mythology and cultural studies would be an asset. Familiarity with computer applications in language instruction will be highly desirable. Demonstrated excellence in teaching and research is expected; a PhD is required prior to receipt of a contract. The appointment will commence 1 July 1996, conditional on funds being made available. The current salary floor for an Assistant Professor is $39,230. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a curriculum vitae, and university transcripts are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, T6G 2H4. Closing date: 30 October 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

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The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

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Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

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PUBLISHER'S STATEMENT DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidats à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

Dalhousie University
Associate Director, Institute of Health Law

Dalhousie University is seeking an Associate Director for its Institute of Health Law.

Because of the interdisciplinary nature of this appointment, the individual should be capable of integrating health law into a variety of disciplinary settings in the Faculties of Law, Medicine, the Health Professions and Dentistry. Experience in ethical issues in clinical settings would be an asset. The successful candidate would be expected to teach Health Law and Bioethics in various legal and clinical settings.

Applications will be received for appointments to one or more of the Faculties as Assistant Professor, depending on experience and qualifications, for a three-year term convertible to a tenure-track or probationary tenure-track appointment if funding permits.

Upon appointment, effective January 1, 1996, the successful applicant will work in association with the Director of the Institute of Health Law.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

Applications, consisting of a curriculum vitae and the names of three referees, should be received by Nov. 6, 1995. They should be directed to:

Health Law Institute
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training, plus demonstrated ability in research and teaching. Applicants should submit a copy of their vita, copies of representative publications, and arrange to have three letters of recommendation sent to Dr. Clive Seligman, Chair, Department of Psychology, University of Western Ontario, London, Ontario Canada N6A 5C2. The scheduled starting date is July 1, 1996. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is diretsed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SOCIOLOGY

MCMASTER UNIVERSITY — The Department of Sociology at McMaster University invites applications for a tenure-track position beginning July 1, 1996 pending budgetary approval. Rank for the position is at the level of assistant professor. We are looking for someone with expertise in the area of sociological theory. The successful applicant for this position will have completed the PhD and have a strong background in general sociological theory. In addition, expertise in contemporary sociological theory and/or feminist theory will be a significant asset. Demonstrated competence in the area by means of publications, research and teaching is important. Responsibilities will include undergraduate and graduate teaching, research leading to publications, supervision of graduate students and administrative responsibilities. Inquiries, including a curriculum vitae and three letters of reference, should be sent to Professor Cyrill Levitt, Chair, Department of Sociology, McMaster University, Hamilton, Ontario, L8S 4M4. In accordance with immigration policy, this announcement is directed to citizens and permanent residents of Canada. Closing date for applications is December 15, 1995. McMaster is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF TORONTO - Department of Sociology. Position in the Sociology of Health and Medicine. The Department of Sociology, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor to begin July 1, 1996. A PhD degree with thesis specialization in the area of the sociology of health and medicine is required. Clear and substantial evidence of excellence in research and teaching is required. Duties will include teaching and research in the area of the sociology of health and medicine. Salary commensurate with qualifications. Applications including a complete curriculum vitae, writing sample, and the names and addresses of at least three referees should be sent to: Professor John Simpson, Chair, Department of Sociology, University of Toronto, 203 College Street, Fifth Floor, Toronto, Ontario M5T 1P9. Closing date for applications is November 27, 1995 In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

SPANISH

UNIVERSITY OF ALBERTA — Spanish. Applications are invited for a tenure-track position in Spanish, effective July 1, 1996, at or near the floor of the rank of Assistant Professor, in the Department of Modern Languages and Comparative Studies at the University of Alberta. The 1995-96 minimum salary for Assistant Professors is $39,230. Applicants must have a PhD, a native or near native proficiency in Spanish, a demonstrated interest in research, and strong teaching potential. The successful candidate will have a specialization in the literature of Spanish America but will also contribute to teaching in the general field of Hispanic Studies. Teaching duties will include responsibilities in both undergraduate and graduate programs, including language, literature, and culture, and involvement in a newly initiated undergraduate program in Latin American Studies. The Department wishes to receive applications in particular from candidates who are interested in interdisciplinary collaboration and curriculum development. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a résumé and three letters of recommendation, should be sent by December 1, 1995, to Dr. Richard A. Young, Chair, Department of Modern Languages and Comparative Studies, University of Alberta, Edmonton, Alberta T6G 2E6. This appointment is subject to available funding. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SPANISH & PORTUGUESE

UNIVERSITY OF TORONTO — Department of Spanish and Portuguese. Tenure-track position at Assistant Professor level, effective 1 July, 1996. Required: PhD in Spanish, with broad knowledge of Hispanic literatures and cultures and strong evidence of scholarly achievement; native or near native proficiency in both Spanish and English. Preferred area of specialization: modern Peninsular literature. Proven teaching effectiveness and familiarity with current second-language methodologies and technologies necessary. Previous experience with interdisciplinary programs an asset. Applications must be received by 1 December, 1995. Please send a letter of application, curriculum vitae and names, addresses and telephone numbers of three references to Professor W.L. Rolph, Chair, Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario, Canada M5S 1A1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities

UNIVERSITY OF TORONTO — Department of Spanish and Portuguese. Tenure-track position in Portuguese and Spanish at Assistant Professor level, effective 1 July, 1996. PhD required. In addition to a record of scholarly publication on Luso-Brazilian literature, applicants should have a commitment to research into the cultural relationships between the Spanish- and Portuguese-speaking worlds and be able to teach undergraduate language courses in both Portuguese and Spanish. Applications must be received by 15 November, 1995. Please send a letter of application, curriculum vitae and names, addresses and telephone numbers of three references to Professor W.L. Rolph, Chair, Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario, Canada M5S 1A1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

URBAN STUDIES

YORK UNIVERSITY, Faculty of Arts, Division of Social Science invites applications for a tenure stream appointment in Urban Studies at the Assistant Professor level. The Urban Studies Program is an interdisciplinary Social Science program offering honours undergraduate degrees in conjunction with seven Social Science departments (Anthropology, Economics, Geography, History, Political Science, Psychology and Sociology) and the faculty of Environmental Studies. The successful candidate must be able to participate in an interdisciplinary, team-taught undergraduate course on urban social life and built form, teach research methods in the context of urban study and offer one or more courses in an area of urban specialization. The successful candidate will be diversed to play an active role in the development of the program. A demonstrated ability in Canadian urban research and research methods is required as well as a PhD or equivalent. Applications with curriculum vitae and names of three referees should be sent to: John Hutcheson, Chair, Division of Social Science, 5757 Ross Building, York University, North York, Ontario, M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is November 20, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subjers to budgetary approval.

WOMEN'S STUDIES

UNIVERSITY OF VICTORIA — The Women's Studies Department at the University of Victoria invites applications from individuals specializing in the following areas: Canadian First Nations Studies; Immigrant and Refugee Studies; Women's History; Third World Issues. Candidates qualified for appointment at the assistant or associate level, and interested in either a full-time or half-time tenure track appointment, are encouraged to apply. Preferred candidates will have a PhD or equivalent, a strong record of scholarship, and experience teaching in an interdisciplinary, culturally inclusive women's studies program. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with the equity plan in the Women's Studies Department, priority will be given to applications by women from groups historically marginalized in Canada. Application in writing, a curriculum vitae and three letters of reference should be sent to Dr. Christine St. Peter, Chair, Women's Studies Department, Box 3045, University of Victoria, Victoria, B.C., V8W 3P4. Closing date for application is December 15, 1995. Appointment effective July 1, 1996 or January 1, 1997, in accordance with Canadian immigration requirements, this advertisement is diresed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

ZOOLOGY

UNIVERSITY OF TORONTO — The Department of Zoology, University of Toronto, invites applications for a tenure track position at the Assistant Professor level to begin July 1, 1996, subject to budgetary approval. We require a comparative vertebrate physiologist with a PhD and postdoctoral experience who will develop a strong research program and teach at the undergraduate and graduate levels. The Department's traditional strengths in animal physiology, cell/developmental biology, ecology, and evolution provide fine opportunities for interdisciplinary interaction. We offer excellent research facilities and a competitive salary. Applicants should provide a curriculum vitae, an outline of their proposed research, and a summary of teaching interests, and should also arrange for three letters of reference to be sent to: Chair, Physiology Search Committee, Department of Zoology, University of Toronto, Toronto, Ontario M5S 1A1, Canada. Fax (416) 978-8532. Closing date for applications is Friday, December 8, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

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L'Université de Moncton applique une politique d'équité en matière d'emploi. Ce poste est offert également aux femmes et aux hommes.

UNIVERSITÉ DE MONCTON

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains a center in Cassis, France for the benefit of scholars and creative artists who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation offers, at no cost, eleven furnished apartments, a reference library, an artist's studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant; therefore, no stipends are available. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty who intend to pursue special studies while on leave from their institutions; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; writers, photographers, visual artists, and composers with specific projects to complete. Because of the limited number of studios, only one artist, one photographer, and one composer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is **February 1** for the following academic year.

For informational brochure and application form write to:

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Saint Paul, MN 55101-1312

Brescia College

ACADEMIC DEAN

Brescia College invites applications and nominations for the position of Academic Dean.

Brescia is a Catholic college for women, affiliated with The University of Western Ontario in London, Ontario. The college has about 850 students in Arts, Social Sciences and Home Economics. Brescia is proud of its Catholic tradition and its commitment to prepare women for the challenges of the future through education. The college community welcomes faculty, staff and students of diverse religious, racial and ethnic backgrounds.

The Dean will report to the Principal and will work closely with the Registrar. The responsibilities of the Dean will include such duties as the supervision and development of courses and programs and dealing with student and faculty academic concerns. The Dean will maintain close academic ties with UWO and the other affiliated colleges.

The successful candidate will have a record of excellence in leadership, teaching and research, as well as experience in administration. Some teaching in one of the disciplines offered at the college will be part of this appointment. Salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brescia College is committed to employment equity and invites applications from all qualified candidates.

Applications and nominations, together with a curriculum vitae and the names and addresses of three references, should be forwarded to:

Sister Dolores Kuntz, Principal
Brescia College
1285 Western Road
London, ON
N6G 1H2

Consideration of applications will begin after **November 15, 1995.** The position will commence on July 1, 1996. The normal term of first appointment will be 5 years.

Dean, Faculty of Law
University of Windsor

UNIVERSITY OF WINDSOR

A medium-sized university with a solid reputation in teaching, research and scholarship, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university, situated on a compact and attractive campus. Its proximity to Detroit allows the 11,000 full-time students, 5,000 part-time students, 500 faculty and 800 staff to enjoy the benefits of an urban environment.

The Faculty of Law has pioneered on innovative admissions policy and pursues activities particularly related to the two themes of Access to Justice and Canada-United States legal issues. With 440 students and 22 faculty, the school has a law library of over 185,000 volumes. In addition to the LL.B. degree, the Faculty offers a M.B.A./LL.B. program in cooperation with the Faculty of Business Administration and a J.D./LL.B. program in cooperation with the University of Detroit Mercy School of Law.

Reporting to the Vice-President (Academic), the Dean is expected to provide leadership to the Faculty within both the university and the wider community. The ideal candidate will have a demonstrated record of achievement in teaching, administration and research. The candidate should possess strong interpersonal skills, in order to foster academic excellence in a climate of educational and employment equity.

The appointment will be effective July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal persons, members of visible minorities and persons with disabilities. Applications from women are particularly encouraged.

Applications and nominations should include a complete curriculum vitae and the names of three referees. To be assured of consideration, applications and nominations should be received by December 1, 1995. Responses should be directed to Mr. Jim Lundy, at the address shown at left.

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- En tant que membre de l'ACPPU, vaus aurez drait à 5 000 paints si vaus demandez vatre carte avant janvier 1996.
- En utilisant la Carte TD Or Vayages, chaque dallar dépensé vaus dannera drait à un paint.
- Si vaus faites des réservatians de vayage par l'entremise de l'agence Carlsan Waganlit Travel et que vaus les partez à vatre campte de Carte TD Or Vayages, vaus gagnerez 5 paints paur chaque dallar dépensé.

ÉCHANGEZ VOS POINTS TD

- Échangez vas paints TD cantre un vayage gratuit au accumulez-les paur vayager à rabais.
- Vaus tirerez beaucaup des Farfaits sur mesure TD créés exclusivement paur les titulaires de cartes et qui vaus permettent de partir plus vite avec mains de paints;
- Les Vayages au chaix TD vaus dannent taute la sauplesse de créer vas prapres vacances et d'échanger vas paints paur n'imparte quel vayage par l'entremise de Carlsan Waganlit Travel.

Campasez le ***1-800-337-1352*** paur abtenir un farmulaire de demande de la Carte Td Or Vayages et avair drait à vas ***5 000*** paints aussitât.

CAUT GROUP SERVICES PLAN

Administered by Prestige Financial Services Inc.

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- Discaunt an TD Service Plans
- Preferred Rates an Persanal Credit Services
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CANADIAN CAR RENTALS
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- Campact $40.00/day
- Intermediate $42.00/day
- Full Size $44.00/day

CQ-822-00-2516 RATE CODE PEIH

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DON'T HESITATE!

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Call far details and we will fax ar send yau a registratian farm sa yau can start receiving yaur free benefits immediately.